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REPUBLIC OF SOUTH AFRICA
REPUBLIEK VAN SUID AFRIKA

Regulation Gazette

No. 10908

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Closing times for **ORDINARY WEEKLY** **2019** **REGULATION GAZETTE**

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

- **27 December 2018**, Thursday for the issue of Friday **04 January 2019**
- **04 January**, Friday for the issue of Friday **11 January 2019**
- **11 January**, Friday for the issue of Friday **18 January 2019**
- **18 January**, Friday for the issue of Friday **25 January 2019**
- **25 January**, Friday for the issue of Friday **01 February 2019**
- **01 February**, Friday for the issue of Friday **08 February 2019**
- **08 February**, Friday for the issue of Friday **15 February 2019**
- **15 February**, Friday for the issue of Friday **22 February 2019**
- **22 February**, Friday for the issue of Friday **01 March 2019**
- **01 March**, Friday for the issue of Friday **08 March 2019**
- **08 March**, Friday for the issue of Friday **15 March 2019**
- **14 March**, Thursday for the issue of Friday **22 March 2019**
- **22 March**, Friday for the issue of Friday **29 March 2019**
- **29 March**, Friday for the issue of Friday **05 April 2019**
- **05 April**, Friday for the issue of Friday **12 April 2019**
- **11 April**, Thursday for the issue of Thursday **18 April 2019**
- **17 April**, Wednesday for the issue of Friday **26 April 2019**
- **25 April**, Thursday for the issue of Friday **03 May 2019**
- **03 May**, Friday for the issue of Friday **10 May 2019**
- **10 May**, Friday for the issue of Friday **17 May 2019**
- **17 May**, Friday for the issue of Friday **24 May 2019**
- **24 May**, Friday for the issue of Friday **31 May 2019**
- **31 May**, Friday for the issue of Friday **07 June 2019**
- **07 June**, Friday for the issue of Friday **14 June 2019**
- **13 June**, Thursday for the issue of Friday **21 June 2019**
- **21 June**, Friday for the issue of Friday **28 June 2019**
- **28 June**, Friday for the issue of Friday **05 July 2019**
- **05 July**, Friday for the issue of Friday **12 July 2019**
- **12 July**, Friday for the issue of Friday **19 July 2019**
- **19 July**, Friday for the issue of Friday **26 July 2019**
- **26 July**, Friday for the issue of Friday **02 August 2019**
- **01 August**, Thursday for the issue of Friday **08 August 2019**
- **08 August**, Thursday for the issue of Friday **16 August 2019**
- **16 August**, Friday for the issue of Friday **23 August 2019**
- **23 August**, Friday for the issue of Friday **30 August 2019**
- **30 August**, Friday for the issue of Friday **06 September 2019**
- **06 September**, Friday for the issue of Friday **13 September 2019**
- **13 September**, Friday for the issue of Friday **20 September 2019**
- **19 September**, Thursday for the issue of Friday **27 September 2019**
- **27 September**, Friday for the issue of Friday **04 October 2019**
- **04 October**, Friday for the issue of Friday **11 October 2019**
- **11 October**, Friday for the issue of Friday **18 October 2019**
- **18 October**, Friday for the issue of Friday **25 October 2019**
- **25 October**, Friday for the issue of Friday **01 November 2019**
- **01 November**, Friday for the issue of Friday **08 November 2019**
- **08 November**, Friday for the issue of Friday **15 November 2019**
- **15 November**, Friday for the issue of Friday **22 November 2019**
- **22 November**, Friday for the issue of Friday **29 November 2019**
- **29 November**, Friday for the issue of Friday **06 December 2019**
- **06 December**, Friday for the issue of Friday **13 December 2019**
- **12 December**, Thursday for the issue of Friday **20 December 2019**
- **18 December**, Wednesday for the issue of Friday **27 December 2019**

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

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 after submission deadline
Eastern Cape	Weekly	Monday	One week before publication	3 working days prior to publication
Northern Cape	Weekly	Monday	One week before publication	3 working days prior to publication
North West	Weekly	Tuesday	One week before publication	3 working days prior to publication
KwaZulu-Natal	Weekly	Thursday	One week before publication	3 working days prior to publication
Limpopo	Weekly	Friday	One week before publication	3 working days prior to publication
Mpumalanga	Weekly	Friday	One week before publication	3 working days prior to publication

GOVERNMENT PRINTING WORKS - BUSINESS RULES

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

EXTRAORDINARY GAZETTES

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

NOTICE SUBMISSION PROCESS

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

GOVERNMENT PRINTING WORKS - BUSINESS RULES

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

QUOTATIONS

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

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

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

CANCELLATIONS

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

AMENDMENTS TO NOTICES

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

REJECTIONS

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

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

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

GOVERNMENT PRINTER INDEMNIFIED AGAINST LIABILITY

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

LIABILITY OF ADVERTISER

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

CUSTOMER INQUIRIES

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

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

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

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

GOVERNMENT PRINTING WORKS - BUSINESS RULES

PAYMENT OF COST

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

PROOF OF PUBLICATION

38. Copies of any of the *Government Gazette* or *Provincial Gazette* can be downloaded from the **Government Printing Works** website www.gpwnonline.co.za free of charge, should a proof of publication be required.
39. Printed copies may be ordered from the Publications department at the ruling price. The **Government Printing Works** will assume no liability for any failure to post or for any delay in despatching of such *Government Gazette(s)*

GOVERNMENT PRINTING WORKS CONTACT INFORMATION

Physical Address:

Government Printing Works
149 Bosman Street
Pretoria

Postal Address:

Private Bag X85
Pretoria
0001

GPW Banking Details:

Bank: ABSA Bosman Street
Account No.: 405 7114 016
Branch Code: 632-005

For Gazette and Notice submissions: Gazette Submissions:

For queries and quotations, contact: Gazette Contact Centre:

E-mail: submit.egazette@gpw.gov.za

E-mail: info.egazette@gpw.gov.za

Tel: 012-748 6200

Contact person for subscribers: Mrs M. Toka:

E-mail: subscriptions@gpw.gov.za

Tel: 012-748-6066 / 6060 / 6058

Fax: 012-323-9574

PROCLAMATIONS • PROKLAMASIES

PROCLAMATION NO. R. 4 OF 2019**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 AND SPECIAL TRIBUNAL**

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 Umgeni Water (hereinafter referred to as "Umgeni") a water board established in terms of section 108 of the Water Act, 1956 (Act No. 54 of 1956) operating within the KwaZulu-Natal Province;

AND WHEREAS Umgeni 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 Umgeni, 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 Umgeni;
- (b) improper or unlawful conduct by board members, officials or employees of

Umgeni;

- (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 Umgeni; 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 2012 and the date of publication of this Proclamation or which took place prior to 1 January 2012 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 Umgeni 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 Pretoria this 16 day of January Two thousand and nineteen.

CM Ramaphosa

President

By Order of the President-in-Cabinet:

TM Masutha

Minister of the Cabinet

SCHEDULE

1. The procurement of, or contracting, including subcontracting, for goods, works or services by or on behalf of Umgeni 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;
 - (iii) manuals, policies, procedures, prescripts, instructions or practices of, or applicable to Umgeni;
- (c) fraudulent;
- (d) conducted by, or facilitated through the improper or illegal conduct of—
 - (i) board members, officials or employees of Umgeni;
 - (ii) contractors, suppliers or service providers of Umgeni or their sub-contractors; or
 - (iii) any other person or entity,to corruptly or unduly benefit themselves or any other person or entity, and any related unauthorised, irregular or fruitless and wasteful expenditure incurred by Umgeni or the State or any resulting losses suffered by Umgeni or the State in relation to the—

- (aa) Contract Participation Goal Programme of Umgeni;
- (bb) provisioning or upgrading of emergency boreholes in the uMkhanyakude District;
- (cc) repair or refurbishment of the Nagle Aqueducts;
- (dd) replacement of filter slabs, pipelines and nozzles in terms of the Contract Participation Goal Programme of Umgeni;
- (ee) provisioning or upgrading of chlorine distribution equipment, the distribution of chlorine and the upgrading of shaft pumps and lifts at the Durban Heights Plant;
- (ff) provisioning of emergency pipelines in the area of the Ugu District Municipality;
- (gg) purchase and installation of control valves in terms of the Contract Participation Goal Programme of Umgeni; and
- (hh) installation of Nungwane pipelines in the area of Amanzimtoti.

2. Maladministration in respect of the implementation of the Contract Participation Goal Programme by Umgeni and any losses, damage or actual or potential prejudice suffered by Umgeni, or the State, including the causes of such maladministration.

3. Any unlawful or improper conduct by—

- (a) board members, officials or employees of Umgeni;
- (b) contractors, supplier or service provider of Umgeni or their sub-contractors; or
- (c) any other person or entity,

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

PROKLAMASIE NO. R. 4 VAN 2019
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 Umgeni Water (hierna na verwys as “Umgeni”), ‘n waterraad wat ingevolge artikel 108 van die Waterwet, 1956 (Wet No. 54 van 1956) ingestel is en in die Provinsie van KwaZulu-Natal werksaam is;

EN AANGESIEN Umgeni of die Staat verliese kon 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 Umgeni, 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 Umgeni;
- (b) onbehoorlike of onregmatige optrede deur raadslede, beamptes of

- werknemers van Umgeni;
- (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 Umgeni; 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 2012 en die datum van publikasie van hierdie Proklamasie of wat plaasgevind het voor 1 Januarie 2012 of na die datum van publikasie van hierdie Proklamasie, wat relevant is tot, verband hou met, insidenteel of bykomstig is tot, die aangeleenthede vermeld in die Bylae of wat dieselfde persone, entiteite of kontrakte betrek wat ondersoek word kragtens die volmag verleen deur hierdie Proklamasie, en om al die werksaamhede en bevoegdhede wat deur die Wet aan die gemelde Spesiale Ondersoekkeenheid 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 Umgeni of die Staat gely is.

Gegee onder my Hand en die Seël van die Republiek van Suid-Afrika te Pretoria op hede die 16dag van Januarie Twee duisend-en-negentien.

CM Ramaphosa

President

Op las van die President-in-Kabinet:

TM Masutha

Minister van die Kabinet

BYLAE

1. Die verkryging van, of kontraktering, insluitend subkontraktering, vir goedere, werke of dienste deur of namens Umgeni, 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 Umgeni van toepassing is,
- (c) bedrieglik was;
- (d) wat gedoen of gefasiliteer was deur die onbehoorlike of onwettige optrede van—
 - (i) raadslede, werknemers of beamptes van Umgeni;
 - (ii) kontrakteurs, verskaffers of diensverskaffers of hulle subkontrakteurs; of
 - (iii) enige ander persoon of entiteit,om hulself of enige ander persoon of entiteit op 'n korrupte of onbehoorlike wyse te bevoordeel,

en enige verbandhoudende ongemagtigde, onreëlmatige of vrugtelose en verspilde uitgawes wat deur Umgeni of die Staat aangegaan is of enige verbandhoudende verliese wat deur Umgeni of die Staat gely is ten opsigte van die—

- (aa) “Contract Participation Goal Programme” van Umgeni;
- (bb) voorsiening of opgradering van nood-boorgate in die uMkhanyakude Distrik;
- (cc) herstel of opknapping van die Nagle Aqueducts;
- (dd) vervanging van filterplate, pyplyne en spuitpunte ingevolge die “Contract Participation Goal Programme” van Umgeni;
- (ee) voorsiening en opgradering van chloor verspreidingstoerusting, die verspreiding van chloor en die opgradering van aspompe en hysers by die “Durban Heights Plant”;
- (ff) voorsiening van noodpyplyne in die gebied van Ugu Distriksmunisipaliteit;

- (gg) aankoop en installering van beheerkleppe ingevolge die “Contract Participation Goal Programme” van Umgeni; en
- (hh) installering van Nungwane pyplyne in die omgewing van Amanzimtoti.

2. Wanadministrasie ten opsigte van die implementering van die “Contract Participation Goal Programme” deur Umgeni en enige verliese, skade of werklike of potensiële nadeel wat deur Umgeni of die Staat gely is, met inbegrip van die oorsake van sodanige onbehoorlike of onwettige gedrag.

3. Enige onwettige of onbehoorlike gedrag deur—

- (a) raadslede, beamptes of werknemers van Umgeni;
- (b) kontrakteurs, verskaffers of diensverskaffers van Umgeni of dié se subkontrakteurs ; of
- (c) enige ander persoon of entiteit,

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

PROCLAMATION NO. R. 5 OF 2019
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. R. 28 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. R. 28 of 2018, by—

(a) the—

- (i) substitution for the expression "7 February 2014" in the fourth paragraph of the Proclamation of the expression "1 July 2013"; and
- (ii) further 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 subitems (aa) and (bb) in paragraph 1 of the Schedule to the Proclamation of the following subitems:

- "(aa) Contract No. PT 01-2014 (Construction of a new Vosloorus Hospital Public Transport Facility), or any other contract or the appointment of the same or any other contractor or service provider, to complete or to render the remaining services in order to complete the project; and
- (bb) Contract No. PT 03-2015 (Construction of the Bluegum View Public Transport Facility), or any other contract or the

appointment of the same or any other contractor or service provider, to complete or to render the remaining services in order to complete the project.”.

Given under my Hand and the Seal of the Republic of South Africa at Pretoria this 21 day of December Two thousand and eighteen.

CM Ramaphosa
President

By Order of the President-in-Cabinet:

TM Masutha
Minister of the Cabinet

PROKLAMASIE NO. R. 5 VAN 2019
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. R. 28 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. R. 28 van 2018, deur—

(a) die—

- (i) uitdrukking "7 Februarie 2014" in die vierde paragraaf van die Proklamasie met die uitdrukking "1 Julie 2013" te vervang; en
- (ii) tydperk vermeld in die vierde paragraaf van die Proklamasie verder te verleng tot die datum van publikasie van hierdie Proklamasie; en

(b) subitems (aa) en (bb) in paragraaf 1 van die Bylae tot die Proklamasie deur die volgende subitems te vervang:

- "(aa) Kontrak No. PT 01-2014 (Oprigting van 'n nuwe Vosloorus Hospitaal Openbare Vervoerfasiliteit), of enige ander kontrak of die aanstelling van dieselfde of enige ander kontrakteur of diensverskaffer, vir die voltooiing van of om oorblywende dienste te lewer om die projek te voltooi; en
- (bb) Kontrak No. PT 03-2015 (Oprigting van Bluegum View Openbare Vervoerfasiliteit), of enige ander kontrak of die aanstelling van dieselfde of enige ander kontrakteur of

diensverskaffer, vir die voltooiing van of om oorblywende dienste te lewer om die projek te voltooi."

Gegee onder my Hand en die Seël van die Republiek van Suid-Afrika te Pretoria op hede die 21dag van Desember Tweeduisend-en-agtien.

CM Ramaphosa

President

Op las van die President-in-Kabinet:

TM Masutha

Minister van die Kabinet

PROCLAMATION NO. R. 6 OF 2019**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. R. 23 OF 2017**

Under section 2(4) of the Special Investigating Units and Special Tribunals Act, 1996 (Act No. 74 of 1996), I hereby amend Proclamation No. R. 23 of 2017—

- (a) by the substitution in paragraph 1 of the Schedule to the Proclamation—
 - (i) for the words preceding subparagraph (a) of the following words:

"The procurement of, or contracting by or on behalf of the Department of the services from the Life Healthcare Esidimeni and 28 entities in whose care mental health care users were entrusted and payments made in respect thereof in a manner that was—"; and
 - (ii) for subparagraph (c)(i) of the following subparagraph:

"(i) officials of the Department or officials or employees of the Life Healthcare Esidimeni; or"; and
- (b) by the substitution in paragraph 2 of the Schedule to the Proclamation for subparagraph (a) of the following subparagraph:

"(a) officials of the Department or officials or employees of the Life Healthcare Esidimeni; or".

Given under my Hand and the Seal of the Republic of South Africa at Pretoria this 16 day of January Two Thousand and Nineteen.

CM Ramaphosa

President

By Order of the President-in-Cabinet:

TM Masutha

Minister of the Cabinet

PROKLAMASIE NO. R. 6 VAN 2019
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. R. 23 VAN 2017

Kragtens artikel 2(4) van die Wet op Spesiale Ondersoekeenheide en Spesiale Tribunale, 1996 (Wet No. 74 van 1996), wysig ek hierby Proklamasie No. R. 23 van 2017—

- (a) deur die vervanging in paragraaf 1 van die Bylae to die Proklamasie—
- (i) van die woorde wat subparagraaf (a) voorafgaan deur die volgende woorde:
"Die aanskaffing van, of kontraktering deur of namens die Departement van die dienste van die Life Healthcare Esidimeni en 28 entiteite in wie se sorg geestesgesondheids-sorg-verbruikers toevertrou was en betalings wat in verband daarmee gemaak is op 'n wyse wat—"; en
 - (ii) van subparagraaf (c)(i) deur die volgende subparagraaf:
 - "(i) beamptes van die Departement of beamptes of werknemers van die Life Healthcare Esidimeni; of"; en
- (b) deur in paragraaf 2 van die Bylae tot die Proklamasie subparagraaf (a) deur die volgende subparagraaf te vervang:
- "(a) beamptes van die Departement of beamptes of werknemers van die Life Healthcare Esidimeni; of".

Gegee onder my Hand en die Seël van die Republiek van Suid-Afrika te Pretoria op hede die 16 dag van Januarie Tweeduisend-en-negentien.

CM Ramaphosa
President

Op las van die President-in-Kabinet:

TM Masutha
Minister van die Kabinet

GOVERNMENT NOTICES • GOEWERMENTSKENNISGEWINGS

DEPARTMENT OF AGRICULTURE, FORESTRY AND FISHERIES**NO. R. 97****01 FEBRUARY 2019****MARKETING OF AGRICULTURAL PRODUCTS ACT, 1996
(ACT No. 47 OF 1996)****ESTABLISHMENT OF STATUTORY MEASURE: DETERMINATION OF
GUIDELINE PRICES AND LEVIES RELATING TO POTATOES**

I, Senzeni Zokwana, Minister of Agriculture, Forestry and Fisheries, acting under sections 13 and 15 of the Marketing of Agricultural Products Act, 1996 (Act No. 47 of 1996), hereby establish the statutory measure set out in the attached Schedule.

SENZENI ZOKWANA,
Minister of Agriculture, Forestry and Fisheries.

SCHEDULE

Definitions

1. In this Schedule any word or expression to which a meaning has been assigned in the Act must have that meaning, and unless the context otherwise indicates -

“Administrator” means Potatoes South Africa;

“FOB” means Free on Board

“importer” means a person who imports potatoes for his own account or acts as an agent on a commission basis or on behalf of potato producers, traders or processors;

“exporter” means a person who trades potatoes for export for his or her own account, or acts as an agent on a commission basis on behalf of potato producers;

“NAMC” means the National Agricultural Marketing Council established under the Act;

“packaging material” means packaging material intended to be used for the packing of potatoes, including paper bags, plastic bags and cartons;

“packaging material importer” means a person that imports and sells packaging material, and includes an agent acting on behalf of such a person;

“packaging material manufacturer” means a person that manufactures and sells packaging material, and includes an agent acting on behalf of such person;

“PIDT” means the Potato Industry Development Trust;

“potatoes” means table potatoes, seed potatoes, potatoes for processing and potato products;

“Potatoes South Africa” means Potatoes South Africa NPC, a non-profit company registered under the Companies Act, No. 71 of 2008;

“potato producer” means a person who produces potatoes for export, or for domestic consumption as table potatoes or as potato products, and includes seed potato producers who produces seed potatoes for sale;

“processor” means a person who processes potatoes;

“pre-packer” means a person that pre-packs potatoes;

“trader” means a person who purchases potatoes from a potato producer or any other supplier for trading on the domestic market or for exporting; and

“the Act” means the Marketing of Agricultural Products Act, 1996 (Act No. 47 of 1996)

Purpose and aims of this statutory measure and the relation thereof to the objectives of the Act

2. (1) The measure was applied for by the PIDT and is required by the potato industry to fund -
- (a) the development and implementation of appropriate programs to assist emerging black commercial farmers by way of transformation to become commercial potato producers and to extend their access to marketing opportunities;
 - (b) basic as well as applied research, including cultivar evaluation, and the dissemination of all relevant technical information;
 - (c) the gathering, processing, analysing and compiling pertinent industry related information and market statistics, and the dissemination thereof;
 - (d) the development and implementation of strategic marketing development and generic promotional programmes to establish, maintain and expand local and foreign markets; and
 - (e) the expansion of the pool of knowledge and human capital development in the potato industry.
- (2) The measure will further the objectives of the Act, will not prejudice such objectives and will not be detrimental to food security, the number of employment opportunities or fair labour practices.
- (3) The levies collected under this measure will be utilised in accordance with the purposes set out in this notice.
- (4) The PIDT has appointed Potatoes South Africa as administrator to implement and administer the statutory measure.

Employment of statutory levies

3. Levies collected will be used in accordance with the business plan for the imposition and use of the statutory measure submitted by the PIDT to the NAMC, of which -
- (a) at least 20% of the funds collected shall be used for transformation;
 - (b) approximately 70% of the funds collected shall be used for the core activities of the potato industry; and
 - (c) not more than 10% of the funds collected shall be used for administration of the statutory measures.

Products to which statutory measure applies

4. This statutory measure shall apply to potatoes.

Area in which statutory measure applies

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

Determination of guideline prices

6. The guideline prices are hereby determined as -

- (a) 345.0c/kg for table potatoes;
- (b) 824.0c/kg for seed potatoes;
- (c) 295.0c/kg for potatoes for processing;
- (d) 345.0c/kg for potatoes destined for exports;
- (e) 1211.0c/kg for imported potatoes (FOB).

Amount of levies

7. The amount of the levies payable is as set out in the schedule and is applicable to the following -

- (a) all classes of locally produced potatoes for sale on the domestic market irrespective of the format in which it is marketed;
- (b) all classes of locally produced potatoes intended for the export market irrespective of the format in which it is marketed; and
- (c) all classes of imported potatoes irrespective of usage.

Commodity	Annual levy per kilogram in cent			
	2019/2020	2020/2021	2021/2022	2022/2023
Table potatoes	2.050	2.130	2.210	2.290
Seed potatoes	0.814	0.846	0.878	0.910
Potatoes for processing	0.962	0.999	1.037	1.074
Potatoes for export	2.050	2.130	2.210	2.290
Imported potatoes	1.447	1.504	1.560	1.617

Persons by whom levies are payable

8. (1) The levies set out in clause 7 are payable by -

- (a) a potato producer; on potatoes locally produced and sold, or on potatoes exported; or
 - (b) a potato importer, on all imported potatoes.
- (2) For the purposes of the application of clause 8(1) levies shall only be payable once: Provided that any person who on enquiry by the Administrator claims that the levies has been paid, shall provide sufficient

proof of such a payment to the Administrator, in the absence whereof that person shall be deemed to be liable for payment of the levies.

- (3) The levies shall be paid to the Administrator in accordance with clauses 7 and 9.

Payment of levy

9. (1) For the purpose of determining levies payable by a potato producer in terms of clause 8(1)(a) -

- (a) the levies concerned shall be payable upon the purchase of packaging material from a packing material manufacturer or packaging material importer;
- (b) the packaging material manufacturer or packaging material importer shall collect the levy by adding the amount thereof to the price of the packaging material, calculated by multiplying the levy amounts set out in clause 7 ("A") by the capacity of the packaging material purchased expressed in kilogram ("B"), multiplied by the quantity of the packaging material purchased ("C") ($A \times B \times C$);
- (c) the packaging material manufacturer or packaging material importer shall provide a return to the Administrator, setting out the names and addresses of the persons who purchased packaging material during the previous calendar month, together with the capacity and quantities of packaging material thus purchased and levies thus raised, within twenty days after the end of that calendar month;
- (d) The Administrator shall upon receipt of a return in terms of paragraph (c) invoice the packaging material manufacturer or packaging material importer for indicating the amount of the levies due, as well as the amount of the commission that the packaging material manufacturer or packaging material importer is entitled to retain upon remittance of that invoice, which retention amount shall not exceed 2% (two percent) of the levies due; and
- (e) the packaging material manufacturer or packaging material importer shall fully pay an invoice referred to in paragraph (d) before or on the seventh day of the month following receipt hereof.

- (2) Any levies raised and collected by the packaging material manufacturer or packaging material importer in terms of sub-clause 9(1) -

- (a) must be kept separate from and does not inherently form part of the price paid for the packaging material;
- (b) must be kept separate from any other funds or assets under the control or possession of the packaging material manufacturer or packaging material importer;

- (c) does not form part of the assets of the packaging material manufacturer or packaging material importer and may not in any other manner be pledged, ceded or otherwise utilised for security or in any manner laid claim to by the creditors of the packaging material manufacturer or packaging material importer; and
 - (d) may only be remitted to the Administrator.
- (3) In the event that packaging material purchased and paid for is destroyed or lost prior to being utilised, the Administrator shall upon the provision of satisfactory evidence refund the applicable amounts directly to the purchaser concerned.
- (4) Nothing in this clause shall detract from the obligation of the producer to pay levies in the event that potatoes are delivered in bulk or by any means other than by utilising packaging material for packing, processing or for sale, or sold or exported, and in such event the levies due shall be paid as follows:
 - (a) the processor shall collect the levy by subtracting the amount thereof from the payment due to the potato producer for potatoes delivered to the processor, calculated by multiplying the levy amounts set out in clause 7 ("A"), by the volume delivered expressed in kilogram ("B"). $(A \times B)$;
 - (b) the pre-packer, traders and/or exporters, shall collect the levy by subtracting the amount thereof from the payment due to the potato producer for potatoes delivered to the pre-packer, traders and/or exporters, calculated by multiplying the levy amounts set out in clause 7 ("A"), by the volume delivered expressed in kilogram ("B"). $(A \times B)$;
 - (c) the processors, pre-packers, traders and exporters, shall provide a return to the Administrator, setting out the names and addresses of the persons who delivered potatoes during the previous calendar month, together with the volumes, within twenty days after the end of that calendar month;
 - (d) the Administrator shall upon receipt of a return in terms of paragraph (c), invoice the processors, pre-packers, traders and exporters for indicating the amount of the levies due, as well as the amount of the commission that the processors, pre-packers, traders and exporters is entitled to retain upon remittance of that invoice, which retention amount shall be as per agreement, of the levies due; and
 - (e) the processors, pre-packers, traders and exporters shall fully pay an invoice referred to in paragraph (d) before or on the seventh day of the month following receipt hereof.

- (5) For the purpose of levies payable in terms of clause 8(1)(b) by a potato importer, the levies due shall –
 - (a) be calculated by multiplying the levy amounts set out in clause 7 (“A”) by the volume imported, expressed in kilogram (“B”) (**A x B**); and
 - (b) be paid by the potato importer concerned to the Administrator not later than the seventh day of the month following the month of import.
- (6) Payment in terms of this clause must be made –
 - (a) by cheque with the beneficiary and other particulars as indicated by the Administrator; or
 - (b) directly into the bank account indicated by the Administrator.
- (7) Interest on levy payments in arrears shall be charged at the prime lending rate then in force, plus 2% (two percent).

Commencement and validity

- 10 The statutory measures shall be implemented on 1 July 2019 and lapse on 30 June 2023.

DEPARTMENT OF AGRICULTURE, FORESTRY AND FISHERIES

NO. R. 98

01 FEBRUARY 2019

**MARKETING OF AGRICULTURAL PRODUCTS ACT, 1996
(ACT No. 47 OF 1996)****ESTABLISHMENT OF STATUTORY MEASURE: REGISTRATION OF
CERTIFICATION BODIES, EXPORTERS, FRESH PRODUCE MARKETS,
IMPORTERS, MARKET AGENTS, PACKAGING MATERIAL IMPORTERS,
PACKAGING MATERIAL MANUFACTURERS, POTATO PRODUCERS, PRE-
PACKERS, PROCESSORS AND TRADERS**

I, Senzeni Zokwana, Minister of Agriculture, Forestry and Fisheries, acting under sections 13 and 19 of the Marketing of Agricultural Products Act, 1996 (Act No. 47 of 1996), hereby establish the statutory measure set out in the attached Schedule.

SENZENI ZOKWANA,
Minister of Agriculture, Forestry and Fisheries.

SCHEDULE

Definitions

1. In this Schedule any word or expression to which a meaning has been assigned in the Act must have that meaning, and unless the context otherwise indicates -

“administrator” Potatoes South Africa;

“certification body” means a body that executes the certification of seed potatoes on behalf of the Independent Certification Council for Seed Potatoes;

“fresh produce market” means a market, either privately owned or owned by local government, established for the orderly and centralised distribution of fresh produce;

“importer” means a person who imports potatoes for his own account or acts as an agent on a commission basis or on behalf of potato producers, traders or processors;

“exporter” means a person who trades potatoes for export for his or her own account, or acts as an agent on a commission basis on behalf of potato producers;

“market agent” means an agent acting on a commission basis on a fresh produce market;

“packaging material” means packaging material intended to be used for the packing of potatoes, including paper bags, plastic bags and cartons;

“packaging material importer” means a person that imports and sells packaging material, and includes an agent acting on behalf of such a person;

“packaging material manufacturer” means a person that manufactures and sells packaging material, and includes an agent acting on behalf of such person;

“PIDT” means the Potato Industry Development Trust;

“potatoes” means table potatoes, seed potatoes, potatoes for processing or potato products;

“Potatoes South Africa” means Potatoes South Africa NPC, a non-profit company registered under the Companies Act, No. 71 of 2008;

“potato producer” means a person who produces potatoes for export, or for domestic consumption as table potatoes or as potato products, and includes seed potato producers who produces seed potatoes for sale;

“pre-packer” means a person that pre-packs potatoes;

“processor” means a person who processes potatoes; and

“trader” means a person who purchases potatoes from a potato producer or any other supplier for trading on the domestic market or for exporting.

Purpose and aims of this statutory measure and the relation thereof to the objectives of the Act

2. (1) The purpose and aims of this statutory measure are to compel certification bodies, exporters, fresh produce markets, importers, market agents, packaging material importers, packaging material manufacturers, potato producers, pre-packers, processors and traders to register with the administrator.
- (2) Registration is necessary to assist the administrator to ensure that continuous, timeous and accurate market information relating to the potato industry is available to all role players.
- (3) Relevant market information is deemed essential in a deregulated market for all role players to make informed decisions. By combining the compulsory registration with the furnishing of returns on an individual basis, market information for the whole of the country can be processed and disseminated to the market place.
- (4) The establishment of this statutory measure will not only assist in enhancing market access for all market participants, but will also develop new markets for South African potatoes internationally. The viability of the potato industry will thus be enhanced. The measure will not be detrimental to the number of employment opportunities within the economy or fair labour practice.
- (5) The PIDT appoints Potatoes South Africa as Administrator to perform the administrative functions regarding the administration of this statutory measure.

Product to which statutory measure applies

3. This statutory measure applies to potatoes.

Area in which statutory measure applies

4. This statutory measure applies within the geographical area of the Republic of South Africa.

Registration of parties concerned

5. (1) The following parties must register as such with the administrator as may be required by the PIDT, in the manner set out in clause 6 -
- (a) certification body;
 - (b) exporters;
 - (b) fresh produce markets;
 - (c) importers;
 - (d) market agents;
 - (e) packaging material
 - (f) packaging material importer
 - (g) potato producers;
 - (h) pre-packers;
 - (i) processors; and
 - (j) traders.
- (2) A person who is required to register for more than one category listed in subclause (1) must complete a separate application for registration for each category.

Application for registration

6. (1) An application for registration in the case of a person becoming a party in terms of clause 5(1), must be submitted within 30 days after becoming such a party.
- (2) An application for registration must be made on an application form obtainable free of charge from the Administrator.
- (3) The application form must be completed and signed by a person duly authorised thereto.
- (4) Applications must -
- (a) when forwarded by post, be addressed to -

The Administrator
Potatoes South Africa
Private Bag X135
PRETORIA
0001
 - (b) when delivered by hand, be delivered to -

The Administrator
Potatoes South Africa
Potato House
6 De Havilland Crescent
Persequor Technopark
Persequor Park
PRETORIA

- (c) when submitted electronically, be sent to potatolevies@potatoes.co.za.

Commencement and period of validity

7. The statutory measures shall be implemented on 1 July 2019 and lapse on 30 June 2023.

DEPARTMENT OF AGRICULTURE, FORESTRY AND FISHERIES**NO. R. 99****01 FEBRUARY 2019****MARKETING OF AGRICULTURAL PRODUCTS ACT, 1996
(ACT No. 47 OF 1996)****ESTABLISHMENT OF STATUTORY MEASURE: RECORDS AND RETURNS BY
CERTIFICATION BODIES, FRESH PRODUCE MARKETS, IMPORTERS,
EXPORTERS, PACKAGING MATERIAL IMPORTERS, PACKAGING MATERIAL
MANUFACTURERS, POTATO PRODUCERS, PRE-PACKERS AND
PROCESSORS**

I, Senzeni Zokwana, Minister of Agriculture, Forestry and Fisheries, acting under sections 13 and 18 of the Marketing of Agricultural Products Act, 1996 (Act No. 47 of 1996), hereby establish the statutory measure set out in the attached Schedule.

SENZENI ZOKWANA,
Minister of Agriculture, Forestry and Fisheries.

SCHEDULE

Definitions

1. In this Schedule any word or expression to which a meaning has been assigned in the Act must have that meaning, and unless the context otherwise indicates -

“administrator” means Potatoes South Africa

“certification body” means a body that executes the certification of seed potatoes on behalf of the Independent Certification Council for Seed Potatoes;

“fresh produce market” means a market, either privately owned or owned by local government, established for the orderly and centralised distribution of fresh produce;

“importer” means a person who imports potatoes for his own account or acts as an agent on a commission basis or on behalf of potato producers, traders or processors;

“exporter” means a person who trades potatoes for export for his or her own account, or acts as an agent on a commission basis on behalf of potato producers;

“packaging material” means packaging material intended to be used for the packing of potatoes, including paper bags, plastic bags and cartons;

“packaging material importer” means a person that imports and sells packaging material, and includes an agent acting on behalf of such a person;

“PIDT” means the Potato Industry Development Trust;

“packaging material manufacturer” means a person that manufactures and sells packaging material, and includes an agent acting on behalf of such person;

“potatoes” means table potatoes, seed potatoes, processed potatoes or any other product manufactured from potatoes;

“Potatoes South Africa” means Potatoes South Africa NPC, a non-profit company registered under the Companies Act, No. 71 of 2008;

“potato producer” means a person who produces potatoes for export, or for domestic consumption as table potatoes or as potato products, and includes seed potato producers who produces seed potatoes for sale;

“pre-packer” means a person who pre-packs potatoes;

“processor” means a person who processes potatoes into various products intended for human consumption or for industrial purposes; and

“trader” means a person who purchases seed potatoes or table potatoes from a potato producer or any other supplier for trade on the domestic market and for exports.

Purpose and aims of this statutory measure and the relation thereof to the objectives of the Act

2. (1) The purpose and aims of this statutory measure are to compel certification bodies, fresh produce markets, importers, exporters, packaging material importers, packaging material manufacturers, potato producers, pre-packers and processors to submit records and returns to the administrator.
- (2) Records and returns is necessary to assist the administrator to ensure that continuous, timeous and accurate market information relating to the potato industry is available to all role players.
- (3) Relevant market information is deemed essential in a deregulated market for all role players to make informed decisions. By combining the compulsory registration with the furnishing of returns on an individual basis, market information for the whole of the country can be processed and disseminated to the market place.
- (4) The establishment of this statutory measure will not only assist in enhancing market access for all market participants, but will also develop new markets for South African potatoes internationally. The viability of the potato industry will thus be enhanced. The measure will not be detrimental to the number of employment opportunities within the economy or fair labour practice.
- (5) The PIDT appoints Potatoes South Africa as Administrator to perform the administrative functions regarding the administration of this statutory measure.

Products to which statutory measure applies

3. This statutory measure applies to potatoes.

Area in which statutory measure applies

4. This statutory measure applies within the geographical area of the Republic of South Africa.

Records and returns to be kept and submitted

5. (1) The following parties must keep records and render returns to the administrator as may be required by the PIDT:
 - (a) certification body;
 - (b) exporters;
 - (b) fresh produce markets;
 - (c) importers;

- (d) market agents;
 - (e) packaging material
 - (f) packaging material importer;
 - (g) potato producers;
 - (h) pre-packers;
 - (i) processors; and
 - (j) traders.
- (2) Returns must be completed on the applicable forms obtainable free of charge from the administrator.
- (3) Returns must -
- (a) when forwarded by post, be addressed to -

The Administrators
Potato Industry Development Trust
Private Bag X135
PRETORIA
0001
 - (b) when delivered by hand, be delivered to -

The Administrators
Potato Industry Development Trust
Potato House
6 De Havilland Crescent
Persequor Techno Park
Persequorpark
PRETORIA
 - (c) when submitted electronically, be sent to
potatolevies@potatoes.co.za
- (4) Certification bodies must submit a monthly return to the administrator, which reflects the -
- (a) month concerned;
 - (b) name and address of Certification body;
 - (c) names and addresses of potato producers or other persons concerned, whose seed potatoes were certified and the report number;
 - (d) date on which the report is submitted;
 - (e) quantities in kilograms of the certified seed potatoes; and
 - (f) date of certification of the seed potatoes.
- (5) An importer must submit a monthly return to the administrator, which reflects the -
- (a) month concerned;
 - (b) name and address of the importer concerned;
 - (c) name and address of the producer or trader in the country of origin;

- (d) date on which the report is submitted;
 - (e) type of product imported;
 - (f) quantities in kilograms of the products imported;
 - (g) the type of container in which the product was delivered; and
 - (h) destination of the imported products.
- 6) A packaging material importer must submit a monthly return to the administrator, which reflects the -
- (a) month concerned;
 - (b) name and address of the packaging material importer concerned;
 - (c) date on which the report is submitted;
 - (d) quantity of packaging material imported;
 - (e) size of imported packaging material;
 - (f) country of origin of the imported packaging material; and
 - (g) name and address of the person to whom the packaging material is supplied and relevant invoice number, date of invoice and quantities.
- (7) A packaging material manufacturer must submit a monthly return to the administrator, which reflects the -
- (a) month concerned;
 - (b) name and address of the packaging material manufacturer concerned;
 - (c) date on which the report is submitted;
 - (d) quantities per packaging size manufactured;
 - (e) quantities of each size of packaging sold; and
 - (f) name and address of the person to whom the packaging material is supplied and the relevant invoice number, date of invoice and quantities.
- (8) A processor must submit a monthly return to the administrator, which reflects the -
- (a) month concerned;
 - (b) name and address of the processor concerned;
 - (c) date on which the report is submitted;
 - (d) quantities in kilograms of the raw products purchased;
 - (e) name and address of the potato producer, trader, importer or other person concerned from whom the raw products were purchased; and
 - (f) type of container in which the product was delivered.
- (9) A fresh produce market must, as may be required by the PIDT, submit a monthly return to the administrator, which reflects the -
- (a) month concerned;
 - (b) name and address of the fresh produce market concerned;
 - (c) names and addresses of the producers or other persons concerned;
 - (d) date on which report is submitted;
 - (e) quantities in kilograms of the product sold; and
 - (f) type of container in which the product was delivered.

- (10) A potato producer must, as may be required by the PIDT, submit a seasonal return to the administrator, which reflects the -
- (a) production year concerned;
 - (b) name and address of the potato producer concerned;
 - (c) hectares planted;
 - (d) cultivars planted;
 - (e) yield per hectare; and
 - (f) total crop that was produced.
- (11) A pre-packer must, as may be required by the PIDT, submit a quarterly return to the administrator, which reflects the -
- (a) quarter concerned;
 - (b) name and address of the re-packer concerned;
 - (c) date on which the report is submitted;
 - (d) name and address of the potato producer or any other supplier concerned;
 - (e) quantities in kilograms of the products purchased; and;
 - (f) type of container in which the product was delivered;
 - (g) quantity in kilograms of the of the product pre-packed;
 - (h) supplier from whom the packaging material was purchased;
 - (i) number of bags purchased; and
 - (j) type of container in which the product was pre-packed.
- (12) An exporter must, as may be required by the PIDT, submit a monthly return to the administrator, which reflects the -
- (a) month concerned;
 - (b) production year concerned;
 - (c) name and address of the exporter concerned;
 - (d) name and address of the potato producer concerned;
 - (e) date on which the report is submitted;
 - (f) type of product exported;
 - (g) quantities in kilograms of the products exported;
 - (h) type of container in which the product was delivered; and
 - (i) destination of the exported products.
- (13) A trader must, as may be required by the PIDT, submit a monthly return to the administrator, which reflects the -
- (a) month concerned;
 - (b) name and address of the trader concerned;
 - (c) name and address of the supplier concerned;
 - (d) date on which the report is submitted;
 - (e) quantities in kilograms of the product delivered; and
 - (f) type of container in which the product was delivered.
- (14) A record system that reflects good accounting practice must be introduced and kept by the administrator.
- (15) The records of fresh produce markets, importers, packaging material importers, packaging material manufacturers, certification bodies, potato

producers, pre-packers and processors, traders and, if appointed, their agents can be audited as required by the PIDT, on an annual basis or as deemed necessary by the PIDT by an internationally recognised firm of chartered accountants.

Commencement and period of validity

6. This statutory measures shall be implemented on 1 July 2019 and lapse on 30 June 2023.

DEPARTMENT OF LABOUR


NO. R. 100

01 FEBRUARY 2019

LABOUR RELATIONS ACT, 1995

**NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING
INDUSTRY:
EXTENSION OF PERIOD OF OPERATION OF THE NATIONAL MAIN COLLECTIVE
AGREEMENT**

I, **MILDRED NELISIWE OLIPHANT**, Minister of Labour, hereby, in terms of section 32(6)(a)(i) of the Labour Relations Act, 1995, extend the period fixed in Government Notices No. R.252 of 14 April 2014 and R.231 of 20 March 2015, by a further period ending 31 August 2024.



M N OLIPHANT, MP
MINISTER OF LABOUR
DATE: 18/01/2019.....

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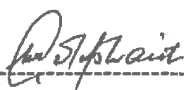
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UMTHETHO WEZOBUDLELWANO KWEZABASEBENZI KA, 1995

**UMKHANDLU WOKUXOXISANA KAZWELONKE PHAKATHI KWABAQASHI
NABASEBENZI EMBONINI YOKUKHIQIZWA KWEZIMPAHLA
ZOKWEMBATHA: UKWELULWA KWESIKHATHI SOKUSEBENZA
KWESIVUMELWANO SABAQASHI NABASEBENZI ESIYINGQIKITHI**

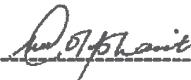
Mina, **MILDRED NELISIWE OLIPHANT**, onguNgqongqoshe Wezabasebenzi, lapha ngokwesigaba 32(6)(a)(i) soMthetho Wezobudlelwano Kwezabasebenzi, ka-1995, ngelula isikhathi sokusebenza kwesivumelwano esinqunywe kwiZaziso zikaHulumeni ezinguNombolo R.252 somhlaka 14 kuMbasa 2014 kanye nesingu R. 231 somhlaka 20 kuNdasa 2015, ngesikhathi esengeziwe esiphela mhlaka 31 kuNcwaba 2024.



M N OLIPHANT, MP
UNGQONGQOSHE WEZABASEBENZI
USUSKU: 18/01/2019.....

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

I, **MILDRED NELISIWE OLIPHANT**, Minister of 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.



M N OLIPHANT, MP
MINISTER OF LABOUR
DATE: 19/01/2019

UMNYANGO WEZABASEBENZI

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USUKU:

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, **MILDRED NELISIWE OLIPHANT**, uNgqongqoshe WezabaSebenzi, 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.


-----**MN OLIPHANT, MP****UNGQONGQOSHE WEZABASEBENZI**

USUKU: ...18/01/2019.....

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

52 2 of 60
R 40

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.

52 3 of 60
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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 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 2018 to 31 Aug 2019	New Employees on Incentivised Scheme Effective 1 September 2018 = 80%	Wage per week from 01 Sep 2018 to 31 Aug 2019	New Employees on Incentivised Scheme Effective 1 Sep 2018 = 80%
			R	R	R	R
(a)	Foreman		2141.00	1713.00	2152.00	1721.50
(b)	Designer:					
	(i)	Qualified:	2730.50	2184.50	2743.00	2194.50
	(ii)	Learners:				
		first six months of experience	931.00	745.00	935.50	748.50
		second six months of experience	1085.00	868.00	1088.50	871.00
		third six months of experience	1298.50	1039.00	1304.50	1043.50
		fourth six months of experience	1445.50	1156.50	1453.00	1162.50
		fifth six months of experience	1607.50	1286.00	1616.50	1293.00
		sixth six months of experience	1743.50	1395.00	1751.50	1401.00
		seventh six months of experience	1897.50	1518.00	1907.50	1526.00
		eighth six months of experience	2050.50	1640.50	2061.00	1649.00
		next four months of experience	2176.50	1741.00	2185.00	1748.00
		Thereafter, the wage specified in (b)(i) i.e.	2730.50	2184.50	2743.00	2194.50
(c)	Grader:					
	(i)	Qualified:	1961.50	1569.00	1969.50	1575.50
	(ii)	Learners:				
		first six months of experience	923.00	738.50	927.00	741.50
		second six months of experience	1004.00	803.00	1008.00	806.50
		third six months of experience	1091.50	873.00	1098.00	878.50
		fourth six months of experience	1145.00	916.00	1149.50	919.50
		fifth six months of experience	1324.00	1059.00	1330.00	1064.00
		sixth six months of experience	1416.50	1133.00	1424.00	1139.00
		seventh six months of experience	1494.50	1195.50	1502.00	1201.50
		eighth six months of experience	1570.50	1256.50	1577.50	1262.00
		next four months of experience	1671.50	1337.00	1679.50	1343.50
		Thereafter, the wage specified in (c)(i) i.e.	1961.50	1569.00	1969.50	1575.50
(d)	Marker-in:					
	(i)	Qualified:	1494.50	1195.50	1502.00	1201.50

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 2018 to 31 Aug 2019	New Employees on Incentivised Scheme Effective 1 September 2018 = 80%	Wage per week from 01 Sep 2018 to 31 Aug 2019	New Employees on Incentivised Scheme Effective 1 Sep 2018 = 80%
(ii)	Learners:				
	first six months of experience	923.00	738.50	927.00	741.50
	second six months of experience	988.50	791.00	994.00	795.00
	third six months of experience	1055.00	844.00	1060.00	848.00
	fourth six months of experience	1125.00	900.00	1129.50	903.50
	next four months of experience	1257.00	1005.50	1263.00	1010.50
	Thereafter, the wage specified in (d)(i) i.e.	1494.50	1195.50	1502.00	1201.50
(e)	Band-knife cutter:				
	Qualified	1494.50	1195.50	1502.00	1201.50
Note: Subject to the availability of a band knife, only a qualified cutter-out shall progress to this class of employee					
(f)	Cutter-out:				
(i)	Qualified:	1321.50	1057.00	1327.00	1061.50
(ii)	Learners:				
	first six months of experience	923.00	738.50	927.00	741.50
	second six months of experience	968.00	774.50	971.50	777.00
	third six months of experience	998.50	799.00	1002.50	802.00
	fourth six months of experience	1035.00	828.00	1038.50	831.00
	next four months of experience	1079.00	863.00	1085.00	868.00
	Thereafter, the wage specified in (f)(i) i.e.	1321.50	1057.00	1327.00	1061.50
(g)	Layer-up:				
(i)	Qualified:	1036.00	829.00	1040.00	832.00
(ii)	Learners:				
	first six months of experience	923.00	738.50	927.00	741.50
	second six months of experience	944.00	755.00	948.00	758.50
	third six months of experience	959.50	767.50	965.00	772.00
	fourth six months of experience	973.50	779.00	979.50	783.50
	Thereafter, the wage specified in (g)(i) i.e.	1036.00	829.00	1040.00	832.00
(h)	Specialised presser:				
(i)	Qualified:	1441.00	1153.00	1449.00	1159.00
(ii)	Learners:				
	first six months of experience	923.00	738.50	927.00	741.50
	second six months of experience	960.50	768.50	967.00	773.50
	third six months of experience	996.00	797.00	1000.00	800.00
	fourth six months of experience	1035.00	828.00	1038.50	831.00
	fifth six months of experience	1077.00	861.50	1080.00	864.00
	sixth six months of experience	1113.00	890.50	1116.50	893.00
	seventh six months of experience	1216.00	973.00	1223.50	979.00
	eight six months of experience	1260.50	1008.50	1266.50	1013.00
	next four months of experience	1288.50	1031.00	1294.50	1035.50
	Thereafter, the wage specified in (h)(i) i.e.	1441.00	1153.00	1449.00	1159.00

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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 2018 to 31 Aug 2019	New Employees on Incentivised Scheme Effective 1 September 2018 = 80%	Wage per week from 01 Sep 2018 to 31 Aug 2019	New Employees on Incentivised Scheme Effective 1 Sep 2018 = 80%
(i)	Examiner:					
	(i)	Qualified:	1234.00	987.00	1239.00	991.00
	(ii)	Learners:				
		first six months of experience	1035.00	828.00	1038.50	831.00
		Thereafter, the wage specified in (i)(i) i.e.	1234.00	987.00	1239.00	991.00
(j)(a)	Machinist:					
	(i)	Qualified:	1210.00	968.00	1215.00	972.00
	(ii)	Learners:				
		first six months of experience	923.00	738.50	927.00	741.50
		second six months of experience	944.50	755.50	949.00	759.00
		third six months of experience	972.00	777.50	978.50	783.00
		Thereafter, the wage specified in (j)(i) i.e.	1210.00	968.00	1215.00	972.00
(j)(b)	Presser, trimmer, factory clerk, embroidery machinist and cloak room attendant:					
	(i)	Qualified:	1210.00	968.00	1215.00	972.00
	(ii)	Learners:				
		first six months of experience	923.00	738.50	927.00	741.50
		second six months of experience	944.50	755.50	949.00	759.00
		third six months of experience	972.00	777.50	978.50	783.00
		fourth six months of experience	1006.00	805.00	1009.50	807.50
		next four months of experience	1032.00	825.50	1036.50	829.00
		Thereafter, the wage specified in (j)(i) i.e.	1210.00	968.00	1215.00	972.00
(k)	Progress examiner:					
	(i)	Qualified:	1223.50	979.00	1227.50	982.00
	(ii)	Learners:				
		first six months of experience	969.50	775.50	973.00	778.50
		Thereafter, the wage specified in (k)(i) i.e.	1223.50	979.00	1227.50	982.00
(l)	Despatcher:					
	(i)	Qualified:	1158.00	926.50	1162.50	930.00
	(ii)	Learners:				
		first six months of experience	978.50	783.00	981.50	785.00
		Thereafter, the wage specified in (l)(i) i.e.	1158.00	926.50	1162.50	930.00
(m)	Checker in the Knitting section:					
	(i)	Qualified:	1028.00	822.50	1034.00	827.00
	(ii)	Learners:				
		first six months of experience	923.00	738.50	927.00	741.50
		second six months of experience	944.00	755.00	948.00	758.50

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 2018 to 31 Aug 2019	New Employees on Incentivised Scheme Effective 1 September 2018 = 80%	Wage per week from 01 Sep 2018 to 31 Aug 2019	New Employees on Incentivised Scheme Effective 1 Sep 2018 = 80%
		third six months of experience	968.00	774.50	971.50	777.00
		Thereafter, the wage specified in (m)(i) i.e.	1028.00	822.50	1034.00	827.00
(n)	General Worker:					
	(i)	Qualified:	998.00	798.50	1001.50	801.00
	(ii)	Learners:				
		first six months of experience	923.00	738.50	927.00	741.50
		second six months of experience	944.00	755.00	948.00	758.50
		Thereafter, the wage specified in (n)(i) i.e.	998.00	798.50	1001.50	801.00
(o)	Steambox pleater:					
	(i)	Qualified:	1176.50	941.00	1181.00	945.00
	(ii)	Learners:				
		first six months of experience	923.00	738.50	927.00	741.50
		second six months of experience	965.50	772.50	969.50	775.50
		third six months of experience	996.00	797.00	1000.00	800.00
		fourth six months of experience	1034.00	827.00	1037.50	830.00
		Thereafter, the wage specified in (o)(i) i.e.	1176.50	941.00	1181.00	945.00
(p)	Plain sewer:					
	(i)	Qualified:	1034.00	827.00	1037.50	830.00
	(ii)	Learners:				
		first six months of experience	923.00	738.50	927.00	741.50
		second six months of experience	934.00	747.00	937.50	750.00
		third six months of experience	944.50	755.50	949.00	759.00
		fourth six months of experience	959.50	767.50	965.00	772.00
		next four months of experience	978.50	783.00	981.50	785.00
		Thereafter, the wage specified in (p)(i) i.e.	1034.00	827.00	1037.50	830.00
(q)	General assistant		1129.50	903.50	1134.50	907.50
(r)	Cleaner		1006.00	805.00	1009.50	807.50
(s)	Tea maker		1006.00	805.00	1009.50	807.50
(t)	Watchman		1223.50	979.00	1227.50	982.00
(u)	Motor vehicle driver:					
	(i)	(aa) does not exceed 453 kg	1219.50	975.50	1224.00	979.00
		(ab) exceeds 453 kg but does not exceed 2 722 kg	1311.00	1049.00	1317.00	1053.50
		(ac) exceeds 2 722 kg but does not exceed 4 536 kg	1450.50	1160.50	1454.00	1163.00
		(ad) exceeds 4 536 kg	1695.50	1356.50	1704.50	1363.50
	(ii)	Part-time driver of a motor vehicle	1131.50	905.00	1135.00	908.00
(v)	Clicker:					
	(i)	Qualified:	1979.50	1583.50	1988.00	1590.50

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WAGE SCHEDULE			Group A (i.e Employers contributing to the Productivity Incentive Scheme)		Group B (i.e Employers NOT contributing to the Productivity Incentive Scheme)	
DESCRIPTION OF OCCUPATION			Wage per week from 01 Sep 2018 to 31 Aug 2019	New Employees on Incentivised Scheme Effective 1 September 2018 = 80%	Wage per week from 01 Sep 2018 to 31 Aug 2019	New Employees on Incentivised Scheme Effective 1 Sep 2018 = 80%
	(ii)	Learners:				
		first six months of experience	923.00	738.50	927.00	741.50
		second six months of experience	998.50	799.00	1002.50	802.00
		third six months of experience	1079.50	863.50	1086.00	869.00
		fourth six months of experience	1221.50	977.00	1225.00	980.00
		fifth six months of experience	1313.50	1051.00	1318.50	1055.00
		sixth six months of experience	1385.00	1108.00	1390.50	1112.50
		seventh six months of experience	1468.00	1174.50	1476.50	1181.00
		eighth six months of experience	1546.50	1237.00	1552.50	1242.00
		next four months of experience	1630.00	1304.00	1636.00	1309.00
		Thereafter, the wage specified in (v)(i) i.e.	1979.50	1583.50	1988.00	1590.50
(w)		Beader	1234.00	987.00	1239.00	991.00
(x)		Chlorinator	1109.50	887.50	1115.50	892.50
(y)		Componder	1313.50	1051.00	1318.50	1055.00
(z)		Dipper				
	(i)	Qualified:				
		Category A	1313.50	1051.00	1318.50	1055.00
		Category B	1342.50	1074.00	1348.50	1079.00
		Category C	1387.00	1109.50	1392.00	1113.50
	(ii)	Learners:				
		first six months of experience to Category A	999.00	799.00	1004.00	803.00
		first six months of experience to Category B	1313.50	1051.00	1318.50	1055.00
		first six months of experience to Category C	1342.50	1074.00	1348.50	1079.00
(aa)		Glove turner	1592.50	1274.00	1599.50	1279.50
(ab)		Mouldmaker	1262.50	1010.00	1267.50	1014.00
(ac)		Packer	1060.00	848.00	1065.50	852.50
(ad)		Quality product co-ordinator	1665.50	1332.50	1672.00	1337.50
(ae)	A supervisor shall be paid the qualified rate applicable to the employees being supervised, plus 33 ¹ / ₃ per cent:					
	Provided that-					
	(i) a trainee supervisor shall serve a probationary period not exceeding six months and shall be paid the qualified rate applicable to the employees being supervised, plus 10 per cent;					
	(ii) a trainee supervisor, who is not considered suitable for promotion after completion of the probationary period, shall return to his former position at his former wage.					
NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with coming into effect of this agreement, increase the Weekly Wage for those employees by the agreed Wage Increase of 7.5% 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 Employers contributing to the Productivity incentive Scheme)				Group B (i.e Employers NOT contributing to the 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 2018 to 31 Aug 2019 (Based on 42.5hrs per week)	New Employ ees on Incentivi sed Scheme Effectiv e 1 Sep 2018 = 80%	Wage per week from 01 Sep 2018 to 31 Aug 2019(Ba sed on 42hrs per week)	New Employ ees on Incentivi sed Scheme Effectiv e 1 Sep 2018 = 80%	Wage per week from 01 Sep 2018 to 31 Aug 2019 (Based on 42.5hrs per week)	New Employ ees on Incentivi sed Scheme Effectiv e 1 Sep 2018 = 80%	Wage per week from 01 Sep 2018 to 31 Aug 2019 (Based on 42hrs per week)	New Employ ees on Incentivi sed Scheme Effectiv e 1 Sep 2018 = 80%
			R	R	R	R	R	R	R	R
		Part A - Cutting Department								
Pattern Maker										
(a)	Qualified		2312.00	1 849.50	2285.00	1 828.00	2321.50	1 857.00	2294.00	1 835.00
(b)	Learner									
	First year									
		First six months of experience	1295.00	1 036.00	1280.00	1 024.00	1299.50	1 039.50	1284.00	1 027.00
		Second six months of experience	1430.00	1 144.00	1413.00	1 130.50	1434.50	1 147.50	1417.50	1 134.00
	Second year									
		First six months of experience	1564.00	1 251.00	1545.50	1 236.50	1571.50	1 257.00	1553.00	1 242.50
		Second six months of experience	1707.50	1 366.00	1687.50	1 350.00	1716.00	1 373.00	1696.00	1 357.00
	Third year									
		First six months of experience	1863.00	1 490.50	1841.00	1 473.00	1870.50	1 496.50	1848.50	1 479.00
		Next four months of experience	2010.00	1 608.00	1986.50	1 589.00	2019.50	1 615.50	1995.50	1 596.50
		Thereafter, the wage specified in (a), i.e.	2312.00	1 849.50	2285.00	1 828.00	2321.50	1 857.00	2294.00	1 835.00
Pattern Grader										
(a)	Qualified		1865.00	1 492.00	1843.00	1 474.50	1872.00	1 497.50	1850.00	1 480.00
(b)	Learner									
	First year									
		First six months of experience	1217.00	973.50	1202.50	962.00	1224.00	979.00	1209.50	967.50
		Second six months of experience	1295.00	1 036.00	1280.00	1 024.00	1299.50	1 039.50	1284.00	1 027.00
	Second year									
		First six months of experience	1371.00	1 097.00	1355.00	1 084.00	1379.00	1 103.00	1363.00	1 090.50
		Second six months of experience	1469.00	1 175.00	1451.50	1 161.00	1476.00	1 181.00	1458.50	1 167.00
	Third year									
		First six months of experience	1564.00	1 251.00	1545.50	1 236.50	1571.50	1 257.00	1553.00	1 242.50

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WAGE SCHEDULE			Group A (i.e Employers contributing to the Productivity Incentive Scheme)				Group B (i.e Employers NOT contributing to the Productivity Incentive Scheme)			
			<i>Note: Refer to "2008" Side Agreement between EPCMA & SACTWU. The calculation is based on 95% of Western Cape Knitting Wage Rates per week)</i>		<i>Note: Refer to "2008" Side Agreement between EPCMA & SACTWU</i>		<i>Note: Refer to "2008" Side Agreement between EPCMA & SACTWU. The calculation is based on 95% of Western Cape Knitting Wage Rates per week)</i>		<i>Note: Refer to "2008" Side Agreement between EPCMA & SACTWU</i>	
DESCRIPTION OF OCCUPATION			Wage per week from 01 Sep 2018 to 31 Aug 2019 (Based on 42.5hrs per week)	New Employees on Incentivised Scheme Effective 1 Sep 2018 = 80%	Wage per week from 01 Sep 2018 to 31 Aug 2019 (Based on 42hrs per week)	New Employees on Incentivised Scheme Effective 1 Sep 2018 = 80%	Wage per week from 01 Sep 2018 to 31 Aug 2019 (Based on 42.5hrs per week)	New Employees on Incentivised Scheme Effective 1 Sep 2018 = 80%	Wage per week from 01 Sep 2018 to 31 Aug 2019 (Based on 42hrs per week)	New Employees on Incentivised Scheme Effective 1 Sep 2018 = 80%
		Next four months of experience	1665.00	1 332.00	1645.50	1 316.50	1673.50	1 339.00	1654.00	1 323.00
		Thereafter, the wage specified in (a), i.e.	1865.00	1 492.00	1843.00	1 474.50	1872.00	1 497.50	1850.00	1 480.00
Football Jersey Cutter										
(a)		Qualified	1296.50	1 037.00	1281.00	1 025.00	1302.00	1 041.50	1286.50	1 029.00
(b)		Learner								
		First year								
		First six months of experience	973.50	779.00	962.00	769.50	976.50	781.00	965.00	772.00
		Second six months of experience	1031.50	825.00	1019.50	815.50	1035.50	828.50	1023.50	819.00
		Second year								
		First six months of experience	1085.50	868.50	1072.50	858.00	1090.50	872.50	1077.50	862.00
		Second six months of experience	1143.00	914.50	1129.50	903.50	1149.00	919.00	1135.50	908.50
		Third year								
		First four months of experience	1199.50	959.50	1185.50	948.50	1204.00	963.00	1190.00	952.00
		Thereafter, the wage specified in (a), i.e.	1296.50	1 037.00	1281.00	1 025.00	1302.00	1 041.50	1286.50	1 029.00
Lay-up										
(a)		Qualified	1117.50	894.00	1104.50	883.50	1122.00	897.50	1109.00	887.00
(b)		Learner								
		First year								
		First six months of experience	941.00	753.00	930.00	744.00	945.00	756.00	934.00	747.00
		Second six months of experience	973.50	779.00	962.00	769.50	976.50	781.00	965.00	772.00
		Second year								
		First six months of experience	1016.50	813.00	1004.50	803.50	1021.50	817.00	1009.50	807.50
		Thereafter, the wage specified in (a), i.e.	1117.50	894.00	1104.50	883.50	1122.00	897.50	1109.00	887.00
Part B - Factory Operatives										
Grade A employee										
(a)		Qualified	1430.00	1 144.00	1413.00	1 130.50	1434.50	1 147.50	1417.50	1 134.00
(b)		Learner								
		First year								
		First six months of experience	1006.00	805.00	994.00	795.00	1010.00	808.00	998.00	798.50
		Second six months of experience	1084.50	867.50	1071.50	857.00	1088.50	871.00	1075.50	860.50

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)			
		<i>Note: Refer to "2008" Side Agreement between EPCMA & SACTWU. The calculation is based on 95% of Western Cape Knitting Wage Rates per week)</i>		<i>Note: Refer to "2008" Side Agreement between EPCMA & SACTWU</i>		<i>Note: Refer to "2008" Side Agreement between EPCMA & SACTWU. The calculation is based on 95% of Western Cape Knitting Wage Rates per week)</i>		<i>Note: Refer to "2008" Side Agreement between EPCMA & SACTWU</i>	
DESCRIPTION OF OCCUPATION		Wage per week from 01 Sep 2018 to 31 Aug 2019 (Based on 42.5hrs per week)	New Employees on Incentivised Scheme Effective 1 Sep 2018 = 80%	Wage per week from 01 Sep 2018 to 31 Aug 2019 (Based on 42hrs per week)	New Employees on Incentivised Scheme Effective 1 Sep 2018 = 80%	Wage per week from 01 Sep 2018 to 31 Aug 2019 (Based on 42.5hrs per week)	New Employees on Incentivised Scheme Effective 1 Sep 2018 = 80%	Wage per week from 01 Sep 2018 to 31 Aug 2019 (Based on 42hrs per week)	New Employees on Incentivised Scheme Effective 1 Sep 2018 = 80%
Second year									
	First six months of experience	1158.50	927.00	1145.00	916.00	1163.00	930.50	1149.50	919.50
	Second six months of experience	1217.00	973.50	1202.50	962.00	1224.00	979.00	1209.50	967.50
Third year									
	First four months of experience	1296.50	1 037.00	1281.00	1 025.00	1302.00	1 041.50	1286.50	1 029.00
	Thereafter, the wage specified in (a), i.e.	1430.00	1 144.00	1413.00	1 130.50	1434.50	1 147.50	1417.50	1 134.00
Grade B employee									
(a)	Qualified	1221.50	977.00	1207.00	965.50	1226.50	981.00	1212.00	969.50
(b)	Learner								
First year									
	First six months of experience	991.00	793.00	979.50	783.50	996.00	797.00	984.50	787.50
	Second six months of experience	1043.00	834.50	1030.50	824.50	1047.50	838.00	1035.00	828.00
Second year									
	First six months of experience	1096.00	877.00	1083.00	866.50	1100.00	880.00	1087.00	869.50
	Thereafter, the wage specified in (a), i.e.	1221.50	977.00	1207.00	965.50	1226.50	981.00	1212.00	969.50
(c)	If advanced to Grade A employee:								
	First six months from date of advancement	1221.50	977.00	1207.00	965.50	1226.50	981.00	1212.00	969.50
	Second six months from date of advancement	1258.00	1 006.50	1243.00	994.50	1263.50	1 011.00	1248.50	999.00
	Third six months from date of advancement	1296.50	1 037.00	1281.00	1 025.00	1302.00	1 041.50	1286.50	1 029.00
	Thereafter, the wage specified for a qualified Grade A employee, i.e.	1430.00	1 144.00	1413.00	1 130.50	1434.50	1 147.50	1417.50	1 134.00
Grade C employee									
(a)	Qualified	1084.50	867.50	1071.50	857.00	1088.50	871.00	1075.50	860.50
(b)	Learner								
First year									
	First six months of experience	971.50	777.00	960.00	768.00	975.50	780.50	964.00	771.00
	Second six months of experience	999.00	799.00	987.00	789.50	1003.50	803.00	991.50	793.00
	Thereafter, the wage specified in (a), i.e.	1084.50	867.50	1071.50	857.00	1088.50	871.00	1075.50	860.50
(c)	If advanced to Grade B employee:								

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)	
		<i>Note: Refer to "2008" Side Agreement between EPCMA & SACTWU. The calculation is based on 95% of Western Cape Knitting Wage Rates per week)</i>		<i>Note: Refer to "2008" Side Agreement between EPCMA & SACTWU. The calculation is based on 95% of Western Cape Knitting Wage Rates per week)</i>	
DESCRIPTION OF OCCUPATION		Wage per week from 01 Sep 2018 to 31 Aug 2019 (Based on 42.5hrs per week)	New Employees on Incentivised Scheme Effective 1 Sep 2018 = 80%	Wage per week from 01 Sep 2018 to 31 Aug 2019 (Based on 42hrs per week)	New Employees on Incentivised Scheme Effective 1 Sep 2018 = 80%
	First six months from date of advancement	1084.50	867.50	1071.50	857.00
	Second six months from date of advancement	1096.00	877.00	1083.00	866.50
	Thereafter, the wage specified for a qualified Grade B employee, i.e.	1221.50	977.00	1207.00	965.50
Part C - Clerical Employees					
Clerk					
(a)	Qualified	1573.50	1 259.00	1555.00	1 244.00
(b)	Learner				
	First year	1162.00	929.50	1148.50	919.00
	Second year	1262.50	1 010.00	1247.50	998.00
	Third year				
	First four months of experience	1380.00	1 104.00	1364.00	1 091.00
	Thereafter, the wage specified in (a), i.e.	1573.50	1 259.00	1555.00	1 244.00
Factory Clerk					
(a)	Qualified	1181.00	945.00	1167.00	933.50
(b)	Learner				
	First year	941.00	753.00	930.00	744.00
	Second year	1002.50	802.00	990.50	792.50
	Third year				
	First four months of experience	1084.50	867.50	1071.50	857.00
	Thereafter, the wage specified in (a), i.e.	1181.00	945.00	1167.00	933.50
Part D - General					
Boiler attendant		1121.50	897.00	1108.50	887.00
Despatch packer		1158.50	927.00	1145.00	916.00
General Worker		1084.50	867.50	1071.50	857.00
Labourer		1096.00	877.00	1083.00	866.50
Motor vehicle driver of a vehicle, the unladen mass of which, together with the unladen mass of any trailer or trailers drawn by such vehicle -					
(a)	does not exceed 1 360 kg	1158.50	927.00	1145.00	916.00
(b)	exceeds 1 360 but not 2 720 kg	1202.50	962.00	1188.50	951.00
(c)	exceeds 2 720 kg	1371.00	1 097.00	1355.00	1 084.00
Supervisor, quality controller and instructor		1469.00	1 175.00	1451.50	1 161.00

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)			
	<i>Note: Refer to "2008" Side Agreement between EPCMA & SACTWU. The calculation is based on 95% of Western Cape Knitting Wage Rates per week)</i>		<i>Note: Refer to "2008" Side Agreement between EPCMA & SACTWU</i>		<i>Note: Refer to "2008" Side Agreement between EPCMA & SACTWU. The calculation is based on 95% of Western Cape Knitting Wage Rates per week)</i>		<i>Note: Refer to "2008" Side Agreement between EPCMA & SACTWU</i>	
DESCRIPTION OF OCCUPATION	Wage per week from 01 Sep 2018 to 31 Aug 2019 (Based on 42.5hrs per week)	New Employees on Incentivised Scheme Effective 1 Sep 2018 = 80%	Wage per week from 01 Sep 2018 to 31 Aug 2019 (Based on 42hrs per week)	New Employees on Incentivised Scheme Effective 1 Sep 2018 = 80%	Wage per week from 01 Sep 2018 to 31 Aug 2019 (Based on 42.5hrs per week)	New Employees on Incentivised Scheme Effective 1 Sep 2018 = 80%	Wage per week from 01 Sep 2018 to 31 Aug 2019 (Based on 42hrs per week)	New Employees on Incentivised Scheme Effective 1 Sep 2018 = 80%
Traveller's driver	1202.50	962.00	1188.50	951.00	1207.50	966.00	1193.50	955.00
Watchman or caretaker, whose ordinary hours of work are -								
(a) less than 60 hours per week	1249.50	999.50	1235.00	988.00	1255.50	1 004.50	1240.50	992.50
(b) 60 hours per week	1311.50	1 049.00	1296.00	1 037.00	1318.00	1 054.50	1302.50	1 042.00
NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with coming into effect of this agreement, increase the Weekly Wage for those employees by the agreed Wage Increase of 7.5% Across-the-Board.								

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

Clause No.	Existing	New
6.3(2)	1 September 2017	1 September 2018
12.1(3)(b)	R1,21	R1,30
12.2	41 cents	44 cents
12.4	61 cents	66 cents
14.1(1)	R2,65	R2,85
14.1(2)	R4,25	R4,57
15(1)	31 August 2018	31 August 2019
15(1)	1 September 2017	1 September 2018

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Annexure C of Clause 19(5)	17 cents	18 cents
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4. PART B (PROVISIONS FOR THE FREE STATE AND NORTHERN CAPE REGION)

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

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		Wages per Week from 01 Sep 2018 to 31 Aug 2019	New Employees on Incentivised Scheme Effective 1 September 2018 = 80%	Wages per Week from 01 Sep 2018 to 31 Aug 2019	New Employees on Incentivised Scheme Effective 1 September 2018 = 80%
		R	R	R	R
A. ALL AREAS					
(i)	(a) Foreman	3 526.50	2 821.00	3 543.00	2 834.50
	(b) Supervisor/Quality Controller				
	(i) Qualified	1 441.00	1 153.00	1 449.00	1 159.00
	(ii) Learners				
	first six months of experience	989.50	791.50	994.00	795.00
	second six months of experience	1 181.00	945.00	1 186.50	949.00
	Thereafter, the wage specified in (ii)(i) i.e.	1 441.00	1 153.00	1 449.00	1 159.00
	(c) Cloakroom Supervisor/Watchman	1 004.50	803.50	1 007.50	806.00
	(d) Mechanic	3 308.50	2 647.00	3 324.50	2 659.50
	(e) Unqualified Mechanic	1 232.50	986.00	1 240.00	992.00
	(f) Watchman	1 004.50	803.50	1 007.50	806.00
	(g) Labourer	785.50	628.50	788.50	631.00
	(h) Boiler Attendant	863.00	690.50	866.50	693.00
(ii)	Pattern Grader				
	(i) Qualified	1 868.00	1 494.50	1 876.50	1 501.00
	(ii) Learners				
	first six months of experience	721.50	577.00	724.50	579.50
	second six months of experience	865.00	692.00	867.50	694.00
	third six months of experience	1 006.50	805.00	1 012.00	809.50
	fourth six months of experience	1 153.50	923.00	1 158.00	926.50
	fifth six months of experience	1 295.00	1 036.00	1 299.00	1 039.00

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				Wages per Week from 01 Sep 2018 to 31 Aug 2019	New Employees on Incentivised Scheme Effective 1 September 2018 = 80%	Wages per Week from 01 Sep 2018 to 31 Aug 2019	New Employees on Incentivised Scheme Effective 1 September 2018 = 80%
				R	R	R	R
			sixth six months of experience	1 436.00	1 149.00	1 443.00	1 154.50
			seventh six months of experience	1 579.50	1 263.50	1 586.00	1 269.00
			next four months of experience	1 722.50	1 378.00	1 728.50	1 383.00
			Thereafter, the wage specified in (ii)(i) i.e.	1 868.00	1 494.50	1 876.50	1 501.00
(iii)	Marker-In						
		(i)	Qualified	1 441.00	1 153.00	1 449.00	1 159.00
		(ii)	Learners				
			first six months of experience	721.50	577.00	724.50	579.50
			second six months of experience	809.50	647.50	814.00	651.00
			third six months of experience	905.00	724.00	907.50	726.00
			fourth six months of experience	991.50	793.00	996.00	797.00
			fifth six months of experience	1 083.50	867.00	1 087.00	869.50
			sixth six months of experience	1 170.50	936.50	1 176.50	941.00
			seventh six months of experience	1 261.50	1 009.00	1 268.00	1 014.50
			next four months of experience	1 349.00	1 079.00	1 355.00	1 084.00
			Thereafter, the wage specified in (iii)(i) i.e.	1 441.00	1 153.00	1 449.00	1 159.00
(iv)	Shaper & Chopper-out, other than an interlining and/or trimming chopper-out						
		(i)	Qualified	1 155.00	924.00	1 161.50	929.00
		(ii)	Learners				
			first six months of experience	685.50	548.50	689.50	551.50
			second six months of experience	764.50	611.50	767.50	614.00
			third six months of experience	844.00	675.00	850.00	680.00
			fourth six months of experience	921.50	737.00	924.00	739.00
			fifth six months of experience	998.50	799.00	1 004.50	803.50
			next four months of experience	1 077.50	862.00	1 082.50	866.00
			Thereafter, the wage specified in (iv)(i) i.e.	1 155.00	924.00	1 161.50	929.00
(v)	Checker, Examiner and/or Passer						
		(i)	Qualified	1 004.50	803.50	1 007.50	806.00
		(ii)	Learners				
			first six months of experience	685.50	548.50	689.50	551.50
			second six months of experience	764.50	611.50	767.50	614.00
			third six months of experience	844.00	675.00	850.00	680.00
			next four months of experience	922.00	737.50	925.00	740.00
			Thereafter, the wage specified in (v)(i) i.e.	1 004.50	803.50	1 007.50	806.00
(vi)	(a) Invoice Clerk						
		(i)	Qualified	1 441.00	1 153.00	1 449.00	1 159.00
		(ii)	Learners				
			first six months of experience	1 038.50	831.00	1 043.00	834.50
			Thereafter, the wage specified in (vi)(a)(i) i.e.	1 441.00	1 153.00	1 449.00	1 159.00
	(b) Despatch Clerk, Factory Clerk and/or Stores 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			Wages per Week from 01 Sep 2018 to 31 Aug 2019	New Employees on Incentivised Scheme Effective 1 September 2018 = 80%	Wages per Week from 01 Sep 2018 to 31 Aug 2019	New Employees on Incentivised Scheme Effective 1 September 2018 = 80%
			R	R	R	R
	(i)	Qualified	1 055.50	844.50	1 060.00	848.00
	(ii)	Learners				
		first six months of experience	758.50	607.00	760.50	608.50
		second six months of experience	906.00	725.00	909.00	727.00
		Thereafter, the wage specified in (vi)(b)(i) i.e.	1 055.50	844.50	1 060.00	848.00
(vii)	Sewing Machinist engaged in setting in sleeves and/or sewing round men's and ladies' tailored coats and overcoats:					
	(i)	Qualified	1 137.00	909.50	1 141.50	913.00
	(ii)	Learners				
		first six months of experience	685.50	548.50	689.50	551.50
		second six months of experience	760.00	608.00	764.50	611.50
		third six months of experience	834.50	667.50	837.50	670.00
		fourth six months of experience	909.00	727.00	913.00	730.50
		fifth six months of experience	984.00	787.00	990.50	792.50
		next four months of experience	1 062.00	849.50	1 067.00	853.50
		Thereafter, the wage specified in (vii)(i) i.e.	1 137.00	909.50	1 141.50	913.00
(viii)	Driver of a Motor Vehicle, the unladen mass of which together with the unladen mass of any trailer/trailers drawn by such vehicle—:					
	(a)	Does not exceed 2 722 kg	1 243.00	994.50	1 249.00	999.00
	(b)	Exceeds 2 722 kg	1 445.00	1 156.00	1 452.00	1 161.50
(ix)	Part-time Driver of a Motor Vehicle		1 132.00	905.50	1 137.00	909.50
(x)	Knitting Machine Operator					
	(i)	Qualified	1 481.00	1 185.00	1 489.00	1 191.00
	(ii)	Learners				
		first six months of experience	685.50	548.50	689.50	551.50
		second six months of experience	819.50	655.50	824.50	659.50
		third six months of experience	951.00	761.00	954.00	763.00
		fourth six months of experience	1 084.50	867.50	1 087.50	870.00
		fifth six months of experience	1 215.50	972.50	1 220.00	976.00
		next four months of experience	1 349.50	1 079.50	1 356.50	1 085.00
		Thereafter, the wage specified in (x)(i) i.e.	1 481.00	1 185.00	1 489.00	1 191.00
(xi)	Maintenance hand					
	(i)	Qualified	850.00	680.00	852.50	682.00
	(ii)	Learners				
		first six months of experience	685.50	548.50	689.50	551.50
		second six months of experience	718.00	574.50	721.50	577.00
		third six months of experience	746.00	597.00	749.50	599.50
		fourth six months of experience	781.00	625.00	786.00	629.00
		next four months of experience	819.00	655.00	824.00	659.00
		Thereafter, the wage specified in (xi)(i) i.e.	850.00	680.00	852.50	682.00

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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		Wages per Week from 01 Sep 2018 to 31 Aug 2019	New Employees on Incentivised Scheme Effective 1 September 2018 = 80%	Wages per Week from 01 Sep 2018 to 31 Aug 2019	New Employees on Incentivised Scheme Effective 1 September 2018 = 80%
		R	R	R	R
B. IN THE MAGISTERIAL DISTRICTS OF BLOEMFONTEIN, KIMBERLEY AND KROONSTAD					
(i)	Sewing Machinist				
(a)					
	(i) Qualified	1 004.50	803.50	1 007.50	806.00
	(ii) Learners				
	first six months of experience	685.50	548.50	689.50	551.50
	second six months of experience	737.50	590.00	743.00	594.50
	third six months of experience	790.00	632.00	794.00	635.00
	Thereafter, the wage specified in (i)(i) i.e.	1 004.50	803.50	1 007.50	806.00
(i)	Invisible Mender, Finisher, Presser, Trimmer, Marker-In and/or Chopper-out of linings and trimmings, Former Scriber and Screen Printer				
(b)					
	(i) Qualified	1 004.50	803.50	1 007.50	806.00
	(ii) Learners				
	first six months of experience	685.50	548.50	689.50	551.50
	second six months of experience	737.50	590.00	743.00	594.50
	third six months of experience	790.00	632.00	794.00	635.00
	fourth six months of experience	844.00	675.00	850.00	680.00
	fifth six months of experience	896.50	717.00	900.50	720.50
	next four months of experience	950.50	760.50	953.50	763.00
	Thereafter, the wage specified in (i)(i) i.e.	1 004.50	803.50	1 007.50	806.00
	Set Leader and/or Team Leader	1 067.00	853.50	1 071.00	857.00
(ii)	General Worker/Pleater				
	(i) Qualified	758.50	607.00	760.50	608.50
	(ii) Learners				
	first six months of experience	685.50	548.50	689.50	551.50
	second six months of experience	720.50	576.50	723.00	578.50
	Thereafter, the wage specified in (ii)(i) i.e.	758.50	607.00	760.50	608.50
(iii)	Despatch Packer and Layer-up				
	(i) Qualified	784.00	627.00	788.00	630.50
	(ii) Learners				
	first six months of experience	685.50	548.50	689.50	551.50
	second six months of experience	733.50	587.00	737.00	589.50
	Thereafter, the wage specified in (iii)(i) i.e.	784.00	627.00	788.00	630.50
(iv)	Plain Sewer				
	(i) Qualified	819.50	655.50	824.50	659.50
	(ii) Learners				
	first six months of experience	685.50	548.50	689.50	551.50
	Thereafter, the wage specified in (iv)(i) i.e.	819.50	655.50	824.50	659.50
(v)	Sample Machinist	1 141.50	913.00	1 147.50	918.00

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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			Wages per Week from 01 Sep 2018 to 31 Aug 2019	New Employees on Incentivised Scheme Effective 1 September 2018 = 80%	Wages per Week from 01 Sep 2018 to 31 Aug 2019	New Employees on Incentivised Scheme Effective 1 September 2018 = 80%
			R	R	R	R
C. IN THE MAGISTERIAL DISTRICTS OF FRANKFORT, PARYS AND VREDEFORT						
(i)	Sewing Machinist					
(a)						
	(i) Qualified:		960.50	768.50	963.50	771.00
	(ii) Learners:					
		first six months of experience	658.00	526.50	662.00	529.50
		second six months of experience	707.50	566.00	713.00	570.50
		third six months of experience	758.00	606.50	762.00	609.50
		Thereafter, the wage specified in (i)(a)(i) i.e.	960.50	768.50	963.50	771.00
(i)	Invisible Mender, Finisher, Presser, Trimmer, Marker-In and/or Chopper-out of linings and trimmings, Former					
(b)	Scriber and Screen Printer:					
	(i) Qualified:		960.50	768.50	963.50	771.00
	(ii) Learners:					
		first six months of experience	658.00	526.50	662.00	529.50
		second six months of experience	707.50	566.00	713.00	570.50
		third six months of experience	758.00	606.50	762.00	609.50
		fourth six months of experience	808.50	647.00	814.50	651.50
		fifth six months of experience	858.00	686.50	862.00	689.50
		Next four months of experience	909.00	727.00	912.00	729.50
		Thereafter, the wage specified in (i)(b)(i) i.e.	960.50	768.50	963.50	771.00
	Set Leader and/or Team Leader		1 021.00	817.00	1 025.00	820.00
(ii)	General Worker/Pleater					
	(i) Qualified		734.00	587.00	736.00	589.00
	(ii) Learners					
		first six months of experience	658.00	526.50	662.00	529.50
		second six months of experience	696.00	557.00	698.50	559.00
		Thereafter, the wage specified in (ii)(i) i.e.	734.00	587.00	736.00	589.00
(iii)	Despatch Packer					
	(i) Qualified		764.00	611.00	768.00	614.50
	(ii) Learners					
		first six months of experience	658.00	526.50	662.00	529.50
		second six months of experience	710.00	568.00	713.50	571.00
		Thereafter, the wage specified in (iii)(i) i.e.	764.00	611.00	768.00	614.50
(iv)	Layer-Up					
	(i) Qualified		759.00	607.00	763.00	610.50
	(ii) Learners					
		first six months of experience	658.00	526.50	662.00	529.50
		second six months of experience	710.50	568.50	714.00	571.00
		Thereafter, the wage specified in (iii)(i) i.e.	771.00	617.00	775.50	620.50
(v)	Plain Sewer					

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				Wages per Week from 01 Sep 2018 to 31 Aug 2019	New Employees on Incentivised Scheme Effective 1 September 2018 = 80%	Wages per Week from 01 Sep 2018 to 31 Aug 2019	New Employees on Incentivised Scheme Effective 1 September 2018 = 80%
				R	R	R	R
		(i) Qualified		793.00	634.50	796.00	637.00
		(ii) Learners		0.00			
			first six months of experience	660.50	528.50	663.00	530.50
			Thereafter, the wage specified in (iv)(i) i.e.	793.00	634.50	796.00	637.00
(vi)	Sample Machinist			1 091.00	873.00	1 093.50	875.00
NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with coming into effect of this agreement, increase the Weekly Wage for those employees by the agreed Wage Increase of 7.5% 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)	R2,64	R2,84
20(1)(b)	R2,85	R3,06
21(3)	R21,94	R23,59
23D(1)	41 cents	44 cents
23E(2)	61 cents	66 cents
35(5)	18 cents	19 cents
36(1)	31 August 2018	31 August 2019
36(1)	1 September 2017	1 September 2018

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 2018 to 31 Aug 2019	New Employees on Incentivised Scheme Effective 1 September 2018 = 80%	Wage per week from 01 Sep 2018 to 31 Aug 2019	New Employees on Incentivised Scheme Effective 1 September 2018 = 80%
Part A - Cutting Department			R	R	R	R
GRADE 1						
(a)	Qualified		1 289.15	1031.30	1295.15	1036.10
(b)	Learner					
	0 - 6 months		850.90	680.70	854.90	683.90
	7 - 12 months		941.30	753.05	945.60	756.50
	13 - 18 months **		1 031.45	825.15	1036.30	829.05
	Thereafter, the qualifying wage applies		1 289.15	1031.30	1295.15	1036.10
GRADE 2						
(a)	Qualified		1 120.40	896.30	1125.70	900.55
(b)	Learner					
	0 - 6 months		846.35	677.10	850.30	680.25
	Thereafter, the qualifying wage applies		1 120.40	896.30	1125.70	900.55
GRADE A						
(a)	Qualified		1 148.00	918.40	1153.20	922.55
(b)	Learner					
	0 - 6 months		891.70	713.35	895.95	716.75
	Thereafter, the qualifying wage applies		1 148.00	918.40	1153.20	922.55
HEAD CUTTER			2 056.80	1645.45	2066.20	1652.95
ASSISTANT HEAD CUTTER			1 645.30	1316.25	1652.85	1322.30
CUTTER/TRIMMER						
(a)	Qualified		1 292.30	1033.85	1298.30	1038.65
(b)	Learner					
	0 - 6 months		810.55	648.45	814.40	651.50
	7 - 12 months		905.70	724.55	909.70	727.75
	13 - 18 months		996.95	797.55	1001.60	801.30
	19 - 22 months		1 105.40	884.30	1110.35	888.30
	Thereafter, the qualifying wage applies		1 292.30	1033.85	1298.30	1038.65
BAND KNIFE CUTTER						
(a)	Qualified		1 360.00	1088.00	1366.25	1093.00
(b)	Learner					
	0 - 6 months		906.90	725.50	911.00	728.80

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WAGE SCHEDULE				Group A (i.e Employers contributing to the Productivity Incentive Scheme)		Group B (i.e Employers NOT contributing to the Productivity Incentive Scheme)	
Description of Occupation				Wage per week from 01 Sep 2018 to 31 Aug 2019	New Employees on Incentivised Scheme Effective 1 September 2018 = 80%	Wage per week from 01 Sep 2018 to 31 Aug 2019	New Employees on Incentivised Scheme Effective 1 September 2018 = 80%
		7 - 12 months		1 007.10	805.70	1011.80	809.45
		13 - 18 months		1 098.95	879.15	1104.15	883.30
		19 - 22 months		1 203.60	962.90	1209.10	967.30
		Thereafter, the qualifying wage applies		1 360.00	1088.00	1366.25	1093.00
MECHANIC							
	(a)	Qualified		2 210.35	1768.30	2220.50	1776.40
	(b)	Learner					
		0 - 6 months		1 019.85	815.90	1024.40	819.50
		7 - 12 months		1 171.10	936.90	1176.60	941.30
		13 - 18 months		1 344.00	1075.20	1350.45	1080.35
		19 - 24 months		1 517.00	1213.60	1524.10	1219.30
		25 - 30 months		1 701.40	1361.10	1709.40	1367.50
		31 - 36 months		1 871.00	1496.80	1879.60	1503.70
		37 - 40 months		2 037.75	1630.20	2047.20	1637.75
		Thereafter, the qualifying wage applies		2 210.35	1768.30	2220.50	1776.40
CLERK *							
	(a)	Qualified		1 381.50	1105.20	1387.95	1110.35
	(b)	Learner					
		0 - 6 months		939.30	751.45	943.65	754.90
		7 - 12 months		1 060.60	848.50	1065.50	852.40
		13 - 18 months		1 160.30	928.25	1165.60	932.50
		Thereafter, the qualifying wage applies		1 381.50	1105.20	1387.95	1110.35
WATCHMAN				1 157.90	926.30	1163.25	930.60
DRIVER 1				1 087.60	870.10	1092.65	874.10
DRIVER 2				1 188.45	950.75	1193.95	955.15
DRIVER 3				1 385.75	1108.60	1392.20	1113.75
DRIVER 4				1 673.70	1338.95	1681.55	1345.25
FOREPERSON				1 584.50	1267.60	1591.90	1273.50
* Provided a registered productivity incentive scheme is in place.							
** Provided 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 coming into effect of this agreement, increase the Weekly Wage for those employees by the agreed Wage Increase of 7.5% 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 rate per week from 01 Sep 2018 to 31 Aug 2019	New Employees on Incentivised Scheme Effective 1 September 2018 = 80%	Wage rate per week from 01 Sep 2018 to 31 Aug 2019	New Employees on Incentivised Scheme Effective 1 September 2018 = 80%
		R	R	R	R
(i)	Foreman:	2419.90	1935.90	2431.15	1944.90
(ii)	Dyer: (See (iv) below)				
(iii)	Storeman:				
	(i) Qualified:	2329.35	1863.50	2340.10	1872.10
	(ii) Learners:				
	first six months of experience	841.55	673.25	845.50	676.40
	second six months of experience	1213.50	970.80	1219.05	975.25
	third six months of experience	1585.65	1268.50	1592.95	1274.35
	next four months of experience	1957.45	1565.95	1966.45	1573.15
	Thereafter, the wage specified in (iii)(i) i.e.	2329.35	1863.50	2340.10	1872.10
(iv)	Mechanic/Dyer:				
	(i) Qualified:	2419.90	1935.90	2431.15	1944.90
	(ii) Learners:				
	first six months of experience	841.55	673.25	845.50	676.40
	second six months of experience	999.10	799.30	1003.90	803.10
	third six months of experience	1157.00	925.60	1162.50	930.00
	fourth six months of experience	1315.10	1052.10	1321.05	1056.85
	fifth six months of experience	1473.05	1178.45	1480.00	1184.00
	sixth six months of experience	1630.35	1304.30	1637.90	1310.30
	seventh six months of experience	1788.65	1430.90	1796.95	1437.55
	eighth six months of experience	1946.45	1557.15	1955.55	1564.45
	ninth six months of experience	2104.10	1683.30	2113.90	1691.10
	next four months of experience	2262.40	1809.90	2272.85	1818.30
	Thereafter, the wage specified in (iv)(i) i.e.	2419.90	1935.90	2431.15	1944.90
(v)	Mechanic's Assistant:				
	(i) Qualified:	1585.20	1268.15	1592.60	1274.10
	(ii) Learners:				
	first six months of experience	841.55	673.25	845.50	676.40
	second six months of experience	915.20	732.15	919.40	735.50
	third six months of experience	990.65	792.50	995.20	796.15
	fourth six months of experience	1064.10	851.30	1069.05	855.25
	fifth six months of experience	1138.90	911.10	1144.30	915.45
	sixth six months of experience	1213.60	970.90	1219.25	975.40
	seventh six months of experience	1287.55	1030.05	1293.55	1034.85
	eighth six months of experience	1362.35	1089.90	1368.45	1094.75
	ninth six months of experience	1436.30	1149.05	1442.95	1154.35

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 rate per week from 01 Sep 2018 to 31 Aug 2019	New Employees on Incentivised Scheme Effective 1 September 2018 = 80%	Wage rate per week from 01 Sep 2018 to 31 Aug 2019	New Employees on Incentivised Scheme Effective 1 September 2018 = 80%
			R	R	R	R
		next four months of experience	1510.85	1208.70	1517.70	1214.15
		Thereafter, the wage specified in (v)(i) i.e.	1585.20	1268.15	1592.60	1274.10
(vi)	Supervisor:		1675.75	1340.60	1683.50	1346.80
(vii)	Final Examiner of fully-fashioned garments:		1556.20	1244.95	1563.35	1250.70
(viii)	Factory Clerk, Despatch Clerk, Stores Clerk:					
	(i)	Qualified:	1523.75	1219.00	1530.85	1224.70
	(ii)	Learners:				
		first six months of experience	841.55	673.25	845.50	676.40
		second six months of experience	1011.90	809.50	1016.65	813.30
		third six months of experience	1182.55	946.05	1188.10	950.50
		next four months of experience	1353.35	1082.70	1359.60	1087.70
		Thereafter, the wage specified in (viii)(i) i.e.	1523.75	1219.00	1530.85	1224.70
(ix)	Knitting Machine Operator, Warp Knitting Machine Operator, Dyer's Assistant, Colouring Mass-Measurer and/or Cutter or Shaper (Knitting) of fully-fashioned garments, Handyman and Warper:					
	(i)	Qualified:	1523.75	1219.00	1530.85	1224.70
	(ii)	Learners:				
		first six months of experience	841.55	673.25	845.50	676.40
		second six months of experience	954.90	763.90	959.45	767.55
		third six months of experience	1068.45	854.75	1073.45	858.75
		fourth six months of experience	1182.55	946.05	1188.20	950.55
		fifth six months of experience	1296.20	1036.95	1302.10	1041.70
		next four months of experience	1410.20	1128.15	1416.70	1133.35
		Thereafter, the wage specified in (ix)(i) i.e.	1523.75	1219.00	1530.85	1224.70
(x)	Loader of magazine or comb, Linker, Overlocker other than an overlocker of seconds in socks, Sewing Machinist (Knitting) including a button, buttonhole and hemming machinist, Mender and Plain Sewer:					
	(i)	Qualified:	1329.55	1063.65	1335.85	1068.70
	(ii)	Learners:				
		first six months of experience	841.55	673.25	845.50	676.40
		second six months of experience	963.20	770.55	967.55	774.05
		third six months of experience	1085.15	868.10	1090.20	872.15
		next four months of experience	1021.15	816.90	1213.20	970.55
		Thereafter, the wage specified in (x)(i) i.e.	1329.55	1063.65	1335.85	1068.70
(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	1271.05	1016.85	1276.90	1021.50
		(b) exceeds 453,5 kg but not 2 721 kg	1500.70	1200.55	1507.65	1206.10
		(c) exceeds 2 721 kg but not 4 535 kg	1598.10	1278.50	1605.45	1284.35

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WAGE SCHEDULE			Group A (i.e Employers contributing to the Productivity Incentive Scheme)		Group B (i.e Employers NOT contributing to the Productivity Incentive Scheme)	
DESCRIPTION OF OCCUPATION			Wage rate per week from 01 Sep 2018 to 31 Aug 2019	New Employees on Incentivised Scheme Effective 1 September 2018 = 80%	Wage rate per week from 01 Sep 2018 to 31 Aug 2019	New Employees on Incentivised Scheme Effective 1 September 2018 = 80%
			R	R	R	R
		(d) exceeds 4 535 kg	1734.20	1387.35	1742.15	1393.70
(xii)	Security Officer:		1941.20	1552.95	1950.25	1560.20
(xiii)	Watchman:		1498.15	1198.50	1505.05	1204.05
(xiv)	Employee not elsewhere specified:					
	(i)	Qualified:	1559.75	1247.80	1566.85	1253.50
	(ii)	Learners:				
		first six months of experience	841.55	673.25	845.50	676.40
		second six months of experience	1020.70	816.55	1025.60	820.50
		third six months of experience	1200.85	960.70	1206.35	965.10
		next four months of experience	1380.10	1104.10	1386.50	1109.20
		thereafter, the wage specified in (xiv)(i) i.e.	1559.75	1247.80	1566.85	1253.50
(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:	1093.05	874.45	1098.10	878.50
	(ii)	Learners:				
		first six months of experience	841.55	673.25	845.50	676.40
		second six months of experience	925.10	740.10	929.40	743.50
		third six months of experience	1009.70	807.75	1014.25	811.40
		Thereafter, the wage specified in (xv) (i) i.e.	1093.05	874.45	1098.10	878.50
(xvi)	Traveller's Assistant, Cloakroom Supervisor and/or Attendant, Teamaker		1093.05	874.45	1098.10	878.50
(xvii)	General Worker (Knitting)		1269.65	1015.70	1275.60	1020.50
NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with coming into effect of this agreement, increase the Weekly Wage for those employees by the agreed Wage Increase of 7.5% Across-the-Board.						

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

Clause No.	Existing	New
25(1)	R3,11	R3,34
25(2)	R4,22	R4,54
26(1)	39 cents	42 cents
26(2)	56 cents	60 cents
40(1)	31 August 2018	31 August 2019
(40(1)	1 September 2017	1 September 2018
Annexure C of Clause 43(5)	18 cents	19 cents

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

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

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WAGE SCHEDULE		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 2018 to 31 Aug 2019	New Employees on Incentivised Scheme Effective 1 September 2018 = 80%	Wage Per Week from 01 Sep 2018 to 31 Aug 2019	New Employees on Incentivised Scheme Effective 1 September 2018 = 80%
		R	R	R	R
(A)	Pattern Maker and/or Grader:				
	(i) Qualified:	2318.90	1855.10	2329.60	1863.70
	(ii) Learners:				
	first six months of experience	835.20	668.20	838.80	671.00
	second six months of experience	1080.80	864.60	1085.90	868.70
	third six months of experience	1330.20	1064.20	1336.40	1069.10
	fourth six months of experience	1557.00	1245.60	1564.20	1251.40
	fifth six months of experience	1827.30	1461.80	1836.00	1468.80
	next four months of experience	2075.40	1660.30	2085.00	1668.00
	Thereafter, the wage specified in (A)(i)	2318.90	1855.10	2329.60	1863.70

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WAGE SCHEDULE			GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	
DESCRIPTION OF OCCUPATION			Wage per week from 01 Sep 2018 to 31 Aug 2019	New Employees on Incentivised Scheme Effective 1 September 2018 = 80%	Wage Per Week from 01 Sep 2018 to 31 Aug 2019	New Employees on Incentivised Scheme Effective 1 September 2018 = 80%
			R	R	R	R
		i.e.				
(B)	Marker-In:					
	(i) Qualified:		1925.20	1540.20	1934.40	1547.50
	(ii) Learners:					
		first six months of experience	835.20	668.20	838.80	671.00
		second six months of experience	1015.20	812.20	1020.10	816.10
		third six months of experience	1197.70	958.20	1203.40	962.70
		fourth six months of experience	1379.40	1103.50	1386.10	1108.90
		fifth six months of experience	1561.50	1249.20	1569.10	1255.30
		next four months of experience	1744.00	1395.20	1751.90	1401.50
		Thereafter, the wage specified in (B)(i) i.e.	1925.20	1540.20	1934.40	1547.50
(C)	Mechanic:					
	(i) Qualified:		1877.70	1502.20	1886.60	1509.30
	(ii) Learners:					
		first six months of experience	835.20	668.20	838.80	671.00
		second six months of experience	949.30	759.40	953.60	762.90
		third six months of experience	1065.40	852.30	1070.50	856.40
		fourth six months of experience	1181.60	945.30	1187.10	949.70
		fifth six months of experience	1298.20	1038.60	1304.30	1043.40
		sixth six months of experience	1413.10	1130.50	1419.80	1135.80
		seventh six months of experience	1530.20	1224.20	1537.30	1229.80
		eighth six months of experience	1645.90	1316.70	1653.90	1323.10
		next four months of experience	1762.40	1409.90	1770.70	1416.60
		Thereafter, the wage specified in (C)(i) i.e.	1877.70	1502.20	1886.60	1509.30
(D)	Chopper Out, Cutter and/or Re-Cutter, Negative Maker, Screen Maker (Engraver), Screen Printer, Sample Cutter:					
	(i) Qualified:		1394.50	1115.60	1401.30	1121.00
	(ii) Learners:					
		first six months of experience	835.20	668.20	838.80	671.00
		second six months of experience	973.80	779.00	978.60	782.90
		third six months of experience	1114.70	891.80	1119.90	895.90
		next four months of experience	1256.50	1005.20	1262.20	1009.80
		Thereafter, the wage specified in (D)(i) i.e.	1394.50	1115.60	1401.30	1121.00
*(E1)	Sample Machinist:		1386.70	1109.40	1393.20	1114.60
(E)(a)	Sewing Machinist, Operator of a Linking, Overlocking and/or Sewing Machine, Embroidery Machinist (other than embroidery machine minder):					
	(i) Qualified:		1205.50	964.40	1211.20	969.00
	(ii) Learners:					
		first six months of experience	835.20	668.20	838.80	671.00

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 2018 to 31 Aug 2019	New Employees on Incentivised Scheme Effective 1 September 2018 = 80%	Wage Per Week from 01 Sep 2018 to 31 Aug 2019	New Employees on Incentivised Scheme Effective 1 September 2018 = 80%
			R	R	R	R
		second six months of experience	926.40	741.10	930.80	744.60
		third six months of experience	1017.80	814.20	1022.80	818.20
		Thereafter, the wage specified in (E)(i) i.e.	1205.50	964.40	1211.20	969.00
(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:	1205.50	964.40	1211.20	969.00
		(ii) Learners:				
		first six months of experience	835.20	668.20	838.80	671.00
		second six months of experience	926.40	741.10	930.80	744.60
		third six months of experience	1017.80	814.20	1022.80	818.20
		next four months of experience	1115.00	892.00	1120.00	896.00
		Thereafter, the wage specified in (E)(i) i.e.	1205.50	964.40	1211.20	969.00
(F1)	Machinist promoted to Assistant Supervisor:					
		(i) Qualified:	1432.50	1146.00	1439.30	1151.40
		(ii) Learners:	0.00	0.00	0.00	0.00
		first six months of experience	1205.50	964.40	1211.20	969.00
		second six months of experience	1283.90	1027.10	1289.70	1031.80
		third six months of experience.	1359.40	1087.50	1365.80	1092.60
		Thereafter, the wage specified in (F1)(i) i.e.	1432.50	1146.00	1439.30	1151.40
(F)	Asst Supervisor, other than a Machinist promoted to Asst. Supervisor; Despatch/Factory Clerk and Storeman:					
		(i) Qualified:	1432.50	1146.00	1439.30	1151.40
		(ii) Learners:				
		first six months of experience	835.20	668.20	838.80	671.00
		second six months of experience	984.10	787.30	988.50	790.80
		third six months of experience	1133.80	907.00	1139.00	911.20
		next four months of experience	1284.80	1027.80	1291.00	1032.80
		Thereafter, the wage specified in (F)(i) i.e.	1432.50	1146.00	1439.30	1151.40
(G)	Other Pressers, not provided for elsewhere; Underpresser; Presser of shirts, ties, pyjamas and other nightwear, hats, caps, underwear, knitwear, aprons, overalls and blouses without lace, embroidery, tucks and handmade pleats; Machine belt-fixer; Maintenance Assistance; Layer-up; Plain Sewer; Operator of a button covering, zip tacking and/or pleating machine; an employee engaged on the Trubenizing of collars and/or Clicker and Shaper by template; General worker; Applique Cutter; Tracer and/or Marker and/or Framer; Pleater and Embroidery Machine Minder:					
		(i) Qualified:	1000.10	800.10	1004.60	803.70
		(ii) Learners:				

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WAGE SCHEDULE				GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	
DESCRIPTION OF OCCUPATION				Wage per week from 01 Sep 2018 to 31 Aug 2019	New Employees on Incentivised Scheme Effective 1 September 2018 = 80%	Wage Per Week from 01 Sep 2018 to 31 Aug 2019	New Employees on Incentivised Scheme Effective 1 September 2018 = 80%
				R	R	R	R
			first six months of experience	835.20	668.20	838.80	671.00
			second six months of experience	875.50	700.40	879.30	703.40
			third six months of experience	916.40	733.10	921.00	736.80
			next four months of experience	957.60	766.10	962.00	769.60
			Thereafter, the wage specified in (G)(i) i.e.	1000.10	800.10	1004.60	803.70
(H1)	Foreman:			3163.50	2530.80	3178.20	2542.60
(H2)	Supervisor, Assistant Foreman, Head Cutter:			1725.40	1380.30	1733.30	1386.60
(H3)	Artisan:			3611.50	2889.20	3628.00	2902.40
(H4)	Labourer, Scooter Driver and/or Boiler Attendant:			1111.30	889.00	1116.60	893.30
(H5)	Watchman:			1284.10	1027.30	1290.10	1032.10
(H6)	Driver (Light Motor Vehicle):			1265.80	1012.60	1271.50	1017.20
(H7)	Driver (Medium Motor Vehicle):			1353.50	1082.80	1359.60	1087.70
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 coming into effect of this agreement, increase the Weekly Wage for those employees by the agreed Wage Increase of 7.5% 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 2018 to 31 Aug 2019	Across the Board Increase 7.5%	New Employees on Incentivised Scheme = 80%	Wage per Week from 01 Sep 2018 to 31 Aug 2019	Across the Board Increase 7.5%	New Employees on Incentivised Scheme = 80%
	R	R	R	R	R	R
A	2157.10	152.40	1725.70	2167.10	153.10	1733.70
B	1790.90	126.50	1432.70	1799.40	127.10	1439.50
C	1746.70	123.40	1397.40	1755.00	124.00	1404.00
D	1297.20	91.60	1037.80	1303.50	92.10	1042.80
E1	1290.00	91.10	1032.00	1296.00	91.50	1036.80
E (a)	1121.40	79.20	897.10	1126.70	79.60	901.40

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E (b)	1121.40	79.20	897.10	1126.70	79.60	901.40
F1	1332.60	94.10	1066.10	1338.90	94.60	1071.10
F	1332.60	94.10	1066.10	1338.90	94.60	1071.10
G	930.30	65.70	744.20	934.50	66.00	747.60
H1	2942.80	207.90	2354.20	2956.50	208.80	2365.20
H2	1605.00	113.40	1284.00	1612.40	113.90	1289.90
H3	3359.50	237.30	2687.60	3374.90	238.40	2699.90
H4	1033.80	73.00	827.00	1038.70	73.40	831.00
H5	1194.50	84.40	955.60	1200.10	84.80	960.10
H6	1177.50	83.20	942.00	1182.80	83.50	946.20
H7	1259.10	88.90	1007.30	1264.70	89.30	1011.80

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 2018 to 31 Aug 2019	New Employees on Incentivised Scheme Effective 1 September 2018 = 80%	Wage per Week from 01 Sep 2018 to 31 Aug 2019	New Employees on Incentivised Scheme Effective 1 September 2018 = 80%
		R	R	R	R
(a)	Supervisor:	1946.10	1556.90	1950.70	1560.60
(b)	Milliner (Upgrade to Trimmer):				
	(i) Qualified	1543.50	1234.80	1547.60	1238.10
	(ii) Learners:				
	first six months of experience	1093.60	874.90	1096.20	877.00
	second six months of experience	1195.90	956.70	1198.60	958.90
	third six months of experience	1313.00	1050.40	1316.00	1052.80
	next four months of experience	1456.00	1164.80	1459.50	1167.60
	Thereafter, the wage specified in (b)(i) i.e.	1543.50	1234.80	1547.60	1238.10
(c)	(1) Blocker-Front (Upgrade from Assistant Blocker):				
	(i) Qualified:	1298.80	1039.00	1301.90	1041.50
	(ii) Learners:				
	first six months of experience	1076.50	861.20	1079.10	863.30
	second six months of experience	1111.40	889.10	1113.90	891.10
	third six months of experience	1181.60	945.30	1184.30	947.40
	next four months of experience	1236.50	989.20	1239.60	991.70
	Thereafter, the wage specified in (c)(1)(i) i.e.	1298.80	1039.00	1301.90	1041.50
	(2) Driver:	1298.80	1039.00	1301.90	1041.50
	Machine Operator & Chopper-Out:				

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 2018 to 31 Aug 2019	New Employees on Incentivised Scheme Effective 1 September 2018 = 80%	Wage per Week from 01 Sep 2018 to 31 Aug 2019	New Employees on Incentivised Scheme Effective 1 September 2018 = 80%
		R	R	R	R
(d)					
	(i) Qualified:	1202.00	961.60	1204.50	963.60
	(ii) Learners:				
	first six months of experience	757.90	606.30	759.80	607.80
	second six months of experience	866.00	692.80	868.00	694.40
	third six months of experience	927.30	741.80	929.60	743.70
	next four months of experience	1070.50	856.40	1073.00	858.40
	Thereafter, the wage specified in (d)(i) i.e.	1202.00	961.60	1204.50	963.60
(e)	Trimmer/General Worker/Labourer/Assistant Blocker:				
	(i) Qualified:	1024.50	819.60	1026.90	821.50
	(ii) Learners:				
	first six months of experience	757.90	606.30	759.80	607.80
	second six months of experience	830.70	664.60	832.60	666.10
	third six months of experience	891.90	713.50	894.30	715.40
	next four months of experience	959.80	767.80	961.90	769.50
	Thereafter, the wage specified in (e)(i) i.e.	1024.50	819.60	1026.90	821.50
(f)	Boiler Attendant & Watchman:	1120.50	896.40	1123.40	898.70
NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with coming into effect of this agreement, increase the Weekly Wage for those employees by the agreed Wage Increase of 7.5% 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 2016	31 August 2017
27(1)	31 August 2018	31 August 2019
27(1)	1 September 2017	1 September 2018
30(5)	19 cents	20 cents

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33 (1)(a)	R2,64	R2,84
33(1)(b)	R2,85	R3,06

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 2018 to 31 Aug 2019	New Employees on Incentivised Scheme Effective 1 September 2018 = 80%	Wage per Week from 01 Sep 2018 to 31 Aug 2019	New Employees on Incentivised Scheme Effective 1 September 2018 = 80%
				R	R	R	R
(i)	Foreman:			2405.40	1924.30	2416.70	1933.40
(ii)	Dyer: (See (iv) below)			0.00	0.00	0.00	0.00
(iii)	Storeman:			0.00	0.00	0.00	0.00
		(i) Qualified:		2315.40	1852.30	2326.20	1861.00
		(ii) Learners:		0.00	0.00	0.00	0.00
			first six months of experience	835.90	668.70	839.90	671.90
			second six months of experience	1205.80	964.60	1211.40	969.10
			third six months of experience	1575.60	1260.50	1583.00	1266.40
			next four months of experience	1945.60	1556.50	1954.60	1563.70
			Thereafter, the wage specified in (iii)(i) i.e.	2315.40	1852.30	2326.20	1861.00
(iv)	Mechanic/Dyer:			0.00	0.00	0.00	0.00
		(i) Qualified:		2405.40	1924.30	2416.70	1933.40
		(ii) Learners:		0.00	0.00	0.00	0.00
			first six months of experience	835.90	668.70	839.90	671.90
			second six months of experience	992.80	794.20	997.30	797.80
			third six months of experience	1149.70	919.80	1155.10	924.10
			fourth six months of experience	1306.90	1045.50	1312.80	1050.20
			fifth six months of experience	1463.70	1171.00	1470.60	1176.50
			sixth six months of experience	1620.50	1296.40	1628.10	1302.50
			seventh six months of experience	1777.50	1422.00	1785.90	1428.70
			eighth six months of experience	1934.50	1547.60	1943.60	1554.90
			ninth six months of experience	2091.10	1672.90	2100.70	1680.60
			next four months of experience	2248.90	1799.10	2259.40	1807.50

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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)	
DESCRIPTION OF OCCUPATION				Wage per Week from 01 Sep 2018 to 31 Aug 2019	New Employees on Incentivised Scheme Effective 1 September 2018 = 80%	Wage per Week from 01 Sep 2018 to 31 Aug 2019	New Employees on Incentivised Scheme Effective 1 September 2018 = 80%
				R	R	R	R
			Thereafter, the wage specified in (iv)(i) i.e.	2405.40	1924.30	2416.70	1933.40
(v)	Mechanic's Assistant:			0.00	0.00	0.00	0.00
		(i) Qualified:		1575.20	1260.20	1582.40	1265.90
		(ii) Learners:		0.00	0.00	0.00	0.00
		first six months of experience		835.90	668.70	839.90	671.90
		second six months of experience		909.00	727.20	913.10	730.50
		third six months of experience		966.50	773.20	988.50	790.80
		fourth six months of experience		1057.30	845.80	1062.10	849.70
		fifth six months of experience		1131.70	905.40	1136.90	909.50
		sixth six months of experience		1205.90	964.70	1211.50	969.20
		seventh six months of experience		1279.40	1023.50	1285.50	1028.40
		eighth six months of experience		1353.90	1083.10	1359.70	1087.80
		ninth six months of experience		1427.30	1141.80	1433.80	1147.00
		next four months of experience		1501.70	1201.40	1508.40	1206.70
		Thereafter, the wage specified in (v)(i) i.e.		1575.20	1260.20	1582.40	1265.90
(vi)	Supervisor:			1665.50	1332.40	1673.30	1338.60
(vii)	Final Examiner of fully-fashioned garments:			1546.30	1237.00	1553.70	1243.00
(viii)	Factory Clerk, Despatch Clerk, Stores Clerk:			0.00	0.00	0.00	0.00
		(i) Qualified		1514.20	1211.40	1521.40	1217.10
		(ii) Learners:		0.00	0.00	0.00	0.00
		first six months of experience		835.90	668.70	839.90	671.90
		second six months of experience		1005.30	804.20	1010.00	808.00
		third six months of experience		1174.90	939.90	1180.30	944.20
		next four months of experience		1344.80	1075.80	1351.20	1081.00
		Thereafter, the wage specified in (viii)(i) i.e.		1514.20	1211.40	1521.40	1217.10
(ix)	Knitting Machine Operator, Warp Knitting Machine Operator, Dyer's Assistant, Colouring Mass-Measurer and/or Cutter or Shaper of fully-fashioned garments, Handyman and Warper:			0.00	0.00	0.00	0.00
		(i) Qualified:		1514.20	1211.40	1521.40	1217.10
		(ii) Learners:		0.00	0.00	0.00	0.00
		first six months of experience		835.90	668.70	839.90	671.90
		second six months of experience		948.70	759.00	952.70	762.20
		third six months of experience		1061.50	849.20	1066.30	853.00
		fourth six months of experience		1174.90	939.90	1180.30	944.20
		fifth six months of experience		1287.80	1030.20	1294.10	1035.30
		next four months of experience		1401.20	1121.00	1407.50	1126.00
		Thereafter, the wage specified in (ix)(i) i.e.		1514.20	1211.40	1521.40	1217.10

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 2018 to 31 Aug 2019	New Employees on Incentivised Scheme Effective 1 September 2018 = 80%	Wage per Week from 01 Sep 2018 to 31 Aug 2019	New Employees on Incentivised Scheme Effective 1 September 2018 = 80%
				R	R	R	R
(x) (a)	Loader of magazine or comb, Linker, Overlocker other than an overlocker of seconds in socks, Mender and Plain Sewer:			0.00	0.00	0.00	0.00
	(i) Qualified:			1321.20	1057.00	1327.30	1061.80
	(ii) Learners:			0.00	0.00	0.00	0.00
		first six months of experience		835.90	668.70	839.90	671.90
		second six months of experience		956.80	765.40	961.30	769.00
		third six months of experience		1078.10	862.50	1083.20	866.60
		next four months of experience		1199.90	959.90	1205.50	964.40
		Thereafter, the wage specified in (x)(i) i.e.		1321.20	1057.00	1327.30	1061.80
(x) (b)	Sewing Machinist including a button, buttonhole and hemming machinist:			0.00	0.00	0.00	0.00
	(i) Qualified:			1321.20	1057.00	1327.30	1061.80
	(ii) Learners:			0.00	0.00	0.00	0.00
		first six months of experience		835.90	668.70	839.90	671.90
		second six months of experience		956.80	765.40	961.30	769.00
		third six months of experience		1078.10	862.50	1083.20	866.60
		Thereafter, the wage specified in (x)(i) i.e.		1321.20	1057.00	1327.30	1061.80
(xi)	Driver of a Motor Vehicle, the unladen mass of which, together with the unladen mass of any trailer or trailers drawn by such vehicle—:			0.00	0.00	0.00	0.00
	(a)	does not exceed 453,5 kg		1263.10	1010.50	1268.90	1015.10
	(b)	exceeds 453,5 kg but not 2 721 kg		1491.30	1193.00	1498.00	1198.40
	(c)	exceeds 2 721 kg but not 4 535 kg		1588.00	1270.40	1595.50	1276.40
	(d)	exceeds 4 535 kg		1723.40	1378.70	1731.60	1385.30
(xii)	Security Officer:			1929.40	1543.50	1938.10	1550.50
(xiii)	Watchman:			1488.60	1190.90	1495.60	1196.50
(xiv)	Employee not elsewhere specified:			0.00	0.00	0.00	0.00
	(i) Qualified:			1550.00	1240.00	1557.10	1245.70
	(ii) Learners:			0.00	0.00	0.00	0.00
		first six months of experience		835.90	668.70	839.90	671.90
		second six months of experience		1014.00	811.20	1018.80	815.00
		third six months of experience		1192.90	954.30	1198.60	958.90
		next four months of experience		1371.20	1097.00	1377.60	1102.10
		Thereafter, the wage specified in (xiv)(i) i.e.		1550.00	1240.00	1557.10	1245.70

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 2018 to 31 Aug 2019	New Employees on Incentivised Scheme Effective 1 September 2018 = 80%	Wage per Week from 01 Sep 2018 to 31 Aug 2019	New Employees on Incentivised Scheme Effective 1 September 2018 = 80%
				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:			1261.60	1009.30	1267.40	1013.90
(xvi)	General Worker/Traveller's Assistant, Cloakroom Supervisor and/or Attendant, Teamaker employed after 30-06-1987:			1085.90	868.70	1091.00	872.80
(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:			0.00	0.00	0.00	0.00
		(i) Qualified:		1085.90	868.70	1091.00	872.80
		(ii) Learners:		0.00	0.00	0.00	0.00
		first six months of experience		835.90	668.70	839.90	671.90
		second six months of experience		918.80	735.00	923.20	738.60
		third six months of experience		1003.00	802.40	1007.50	806.00
		Thereafter, the wage specified in (xvii) (i) i.e.		1085.90	868.70	1091.00	872.80
NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with coming into effect of this agreement, increase the Weekly Wage for those employees by the agreed Wage Increase of 7.5% Across-the-Board.							

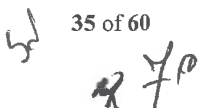
2. In the following table of clauses, substitute the existing expression, for the new expression:

Clause No.	Existing	New
11(2)(a)	R2,64	R2,84
11(2)(b)	R2,85	R3,06
13E(1)	40 cents	43 cents
13F(2)	60 cents	65 cents
19(4)	R22,97	R24,69
19(5)	R22,97	R24,69
20(2)(b)	R7,18	R7,72
30(5)	19 cents	20 cents
31(1)	31 August 2018	31 August 2019
31(1)	1 September 2017	1 September 2018

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

1. In clause 1(2)(b), substitute the new expression "R118 194,00 per annum" for the existing expression "R109 848,00 per annum".
2. In clause 4(1)(a), substitute the existing wage schedule with the following new wage schedule (for clothing establishments):

"

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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 2018 to 31 Aug 2019	New Employees on Incentivised Scheme Effective 1 September 2018 = 80%	Wage per week from 01 Sep 2018 to 31 Aug 2019	New Employees on Incentivised Scheme Effective 1 September 2018 = 80%
			R	R	R	R
Part A - Cutting Department						
Head Cutter			2433.50	1947.00	2443.50	1955.00
Pattern Maker:						
	(a)	Qualified	2433.50	1947.00	2443.50	1955.00
	(b)	Learner				
		First year				
		First six months of experience	1363.00	1090.50	1368.00	1094.50
		Second six months of experience	1505.50	1204.50	1510.00	1208.00
		Second year				
		First six months of experience	1646.50	1317.00	1654.00	1323.00
		Second six months of experience	1797.50	1438.00	1806.50	1445.00
		Third year				
		First six months of experience	1961.00	1569.00	1969.00	1575.00
		Next four months of experience	2116.00	1693.00	2126.00	1701.00
		Thereafter, the wage specified in (a), i.e.	2433.50	1947.00	2443.50	1955.00
Pattern Grader						
	(a)	Qualified	1963.00	1570.50	1970.50	1576.50
	(b)	Learner				
		First year				
		First six months of experience	1281.00	1025.00	1288.50	1031.00
		Second six months of experience	1363.00	1090.50	1368.00	1094.50
		Second year				
		First six months of experience	1443.00	1154.50	1451.50	1161.00
		Second six months of experience	1546.50	1237.00	1553.50	1243.00
		Third year				
		First six months of experience	1646.50	1317.00	1654.00	1323.00
		Next four months of experience	1752.50	1402.00	1761.50	1409.00
		Thereafter, the wage specified in (a), i.e.	1963.00	1570.50	1970.50	1576.50
Cutter, lay-maker:						
	(a)	Qualified	1894.00	1515.00	1900.50	1520.50
	(b)	Learner				
		First year				
		First six months of experience	1149.50	919.50	1156.00	925.00
		Second six months of experience	1266.00	1013.00	1271.00	1017.00
		Second year				
		First six months of experience	1380.50	1104.50	1387.50	1110.00
		Second six months of experience	1510.00	1208.00	1519.50	1215.50
		Third year				
		First four months of experience	1656.50	1325.00	1665.00	1332.00
		Thereafter, the wage specified in (a), i.e.	1894.00	1515.00	1900.50	1520.50
Interlining cutter, trimmer, leather cutter and tie cutter						
	(a)	Qualified	1364.50	1091.50	1370.50	1096.50
	(b)	Learner				

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 2018 to 31 Aug 2019	New Employees on Incentivised Scheme Effective 1 September 2018 = 80%	Wage per week from 01 Sep 2018 to 31 Aug 2019	New Employees on Incentivised Scheme Effective 1 September 2018 = 80%
			R	R	R	R
		First year				
		First six months of experience	1024.50	819.50	1028.00	822.50
		Second six months of experience	1086.00	869.00	1090.00	872.00
		Second year				
		First six months of experience	1142.50	914.00	1148.00	918.50
		Second six months of experience	1203.00	962.50	1209.50	967.50
		Third year				
		First four months of experience	1262.50	1010.00	1267.50	1014.00
		Thereafter, the wage specified in (a), i.e.	1364.50	1091.50	1370.50	1096.50
	(c)	If advanced to learner cutter:				
		First six months from date of advancement	1478.50	1183.00	1486.00	1189.00
		Second six months from date of advancement	1656.50	1325.00	1665.00	1332.00
		Thereafter, the wage specified for a qualified cutter, i.e.	1894.00	1515.00	1900.50	1520.50
		Layer-up:				
	(a)	Qualified	1176.50	941.00	1181.00	945.00
	(b)	Learner				
		First year				
		First six months of experience	990.50	792.50	994.50	795.50
		Second six months of experience	1024.50	819.50	1028.00	822.50
		Second year				
		First six months of experience	1070.00	856.00	1075.50	860.50
		Thereafter, the wage specified in (a), i.e.	1176.50	941.00	1181.00	945.00
	(c)	If advanced to learner cutter:				
		First six months from date of advancement	1176.50	941.00	1181.00	945.00
		Second six months from date of advancement	1380.50	1104.50	1387.50	1110.00
		Third six months from date of advancement	1510.00	1208.00	1519.50	1215.50
		Fourth six months from date of advancement	1656.50	1325.00	1665.00	1332.00
		Thereafter, the wage specified for a qualified cutter, i.e.	1894.00	1515.00	1900.50	1520.50
	(d)	If advanced to learner interlining cutter, learner trimmer, learner leather cutter or learner tie cutter:				
		First six months from date of advancement	1176.50	941.00	1181.00	945.00
		Second six months from date of advancement	1262.50	1010.00	1267.50	1014.00
		Thereafter, the wage specified for a qualified interlining cutter, trimmer, leather cutter or tie cutter, i.e.	1364.50	1091.50	1370.50	1096.50
	(e)	If advanced to fitter-up:				
		First six months from date of advancement	1176.50	941.00	1181.00	945.00

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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 2018 to 31 Aug 2019	New Employees on Incentivised Scheme Effective 1 September 2018 = 80%	Wage per week from 01 Sep 2018 to 31 Aug 2019	New Employees on Incentivised Scheme Effective 1 September 2018 = 80%
				R	R	R	R
			Second six months from date of advancement	1219.50	975.50	1224.00	979.00
			Third six months from date of advancement	1281.00	1025.00	1288.50	1031.00
			Fourth six months from date of advancement	1364.50	1091.50	1370.50	1096.50
			Thereafter, the wage specified for fitter-up, i.e.	1505.50	1204.50	1510.00	1208.00
Clicker:							
	(a)	Qualified		1407.50	1126.00	1414.00	1131.00
	(b)	Learner					
		First year		1055.00	844.00	1060.00	848.00
		Second year		1203.00	962.50	1209.50	967.50
		Thereafter, the wage specified in (a) i.e.		1407.50	1126.00	1414.00	1131.00
Tracer:							
	(a)	Qualified		1320.50	1056.50	1325.50	1060.50
	(b)	Learner					
		First year					
		First six months of experience		1055.00	844.00	1060.00	848.00
		Second six months of experience		1129.50	903.50	1134.50	907.50
		Second year					
		First six months of experience		1195.00	956.00	1200.00	960.00
		Thereafter, the wage specified in (a), i.e.		1320.50	1056.50	1325.50	1060.50
Part B - Factory Operatives							
Clothing machine mechanic:							
	(a)	Qualified		2433.50	1947.00	2443.50	1955.00
	(b)	Learner					
		First year					
		First six months of experience		1363.00	1090.50	1368.00	1094.50
		Second six months of experience		1505.50	1204.50	1510.00	1208.00
		Second year					
		First six months of experience		1646.50	1317.00	1654.00	1323.00
		Second six months of experience		1797.50	1438.00	1806.50	1445.00
		Third year					
		First four months of experience		1961.00	1569.00	1969.00	1575.00
		Second four months of experience		2116.00	1693.00	2126.00	1701.00
		Thereafter, the wage specified in (a), i.e.		2433.50	1947.00	2443.50	1955.00
Clothing technician:							
	(a)	Qualified		2433.50	1947.00	2443.50	1955.00
	(b)	Learner					
		First year					
		First six months of experience		1363.00	1090.50	1368.00	1094.50
		Second six months of experience		1505.50	1204.50	1510.00	1208.00

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 2018 to 31 Aug 2019	New Employees on Incentivised Scheme Effective 1 September 2018 = 80%	Wage per week from 01 Sep 2018 to 31 Aug 2019	New Employees on Incentivised Scheme Effective 1 September 2018 = 80%
				R	R	R	R
			Second year				
			First six months of experience	1646.50	1317.00	1654.00	1323.00
			Second six months of experience	1797.50	1438.00	1806.50	1445.00
			Third year				
			First six months of experience	1961.00	1569.00	1969.00	1575.00
			Next four months of experience	2116.00	1693.00	2126.00	1701.00
			Thereafter, the wage specified in (a), i.e.	2433.50	1947.00	2443.50	1955.00
			Grade A employee:				
	(a)		Qualified	1505.50	1204.50	1510.00	1208.00
	(b)		Learner				
			First year				
			First six months of experience	1059.00	847.00	1063.00	850.50
			Second six months of experience	1141.50	913.00	1146.00	917.00
			Second year				
			First six months of experience	1219.50	975.50	1224.00	979.00
			Second six months of experience	1281.00	1025.00	1288.50	1031.00
			Third year				
			First four months of experience	1364.50	1091.50	1370.50	1096.50
			Thereafter, the wage specified in (a), i.e.	1505.50	1204.50	1510.00	1208.00
			Grade B employee:				
	(a)		Qualified	1286.00	1029.00	1291.00	1033.00
	(b)		Learner				
			First year				
			First six months of experience	1043.00	834.50	1048.50	839.00
			Second six months of experience	1098.00	878.50	1102.50	882.00
			Second year				
			First six months of experience	1153.50	923.00	1158.00	926.50
			Thereafter, the wage specified in (a), i.e.	1286.00	1029.00	1291.00	1033.00
	(c)		If advanced to Grade A employee:				
			First six months from date of advancement	1286.00	1029.00	1291.00	1033.00
			Second six months from date of advancement	1324.00	1059.00	1330.00	1064.00
			Third six months from date of advancement	1364.50	1091.50	1370.50	1096.50
			Thereafter, the wage specified for a qualified Grade A employee, i.e.	1505.50	1204.50	1510.00	1208.00
			Grade C employee:				
	(a)		Qualified	1141.50	913.00	1146.00	917.00
	(b)		Learner				
			First year				
			First six months of experience	1022.50	818.00	1027.00	821.50
			Second six months of experience	1051.50	841.00	1056.50	845.00
			Thereafter, the wage specified in (a), i.e.	1141.50	913.00	1146.00	917.00

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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 2018 to 31 Aug 2019	New Employees on Incentivised Scheme Effective 1 September 2018 = 80%	Wage per week from 01 Sep 2018 to 31 Aug 2019	New Employees on Incentivised Scheme Effective 1 September 2018 = 80%
				R	R	R	R
	(c)	If advanced to Grade B employee:					
			First six months from date of advancement	1141.50	913.00	1146.00	917.00
			Second six months from date of advancement	1153.50	923.00	1158.00	926.50
			Thereafter, the wage specified for a qualified Grade B employee, i.e.	1286.00	1029.00	1291.00	1033.00
Underpresser, blocker:							
	(a)	Qualified		1153.50	923.00	1158.00	926.50
	(b)	Learner					
		First year					
			First six months of experience	990.50	792.50	994.50	795.50
			Second six months of experience	1024.50	819.50	1028.00	822.50
		Second year					
			First six months of experience	1070.00	856.00	1075.50	860.50
			Thereafter, the wage specified in (a), i.e.	1153.50	923.00	1158.00	926.50
	(c)	If advanced to learner presser:					
			First six months from date of advancement	1153.50	923.00	1158.00	926.50
			Second six months from date of advancement	1364.50	1091.50	1370.50	1096.50
			Thereafter, the wage specified for a qualified Grade A employee, i.e.	1505.50	1204.50	1510.00	1208.00
Part C - Clerical employees							
Clerk							
	(a)	Qualified		1656.50	1325.00	1665.00	1332.00
	(b)	Learner					
		First year		1223.00	978.50	1227.00	981.50
		Second year		1329.00	1063.00	1335.00	1068.00
		Third year					
			First four months of experience	1452.50	1162.00	1459.00	1167.00
			Thereafter, the wage specified in (a), i.e.	1656.50	1325.00	1665.00	1332.00
Factory Clerk							
	(a)	Qualified		1243.00	994.50	1250.00	1000.00
	(b)	Learner					
		First year		990.50	792.50	994.50	795.50
		Second year		1055.00	844.00	1060.00	848.00
		Third year					
			First four months of experience	1141.50	913.00	1146.00	917.00
			Thereafter, the wage specified in (a), i.e.	1243.00	994.50	1250.00	1000.00
Part D - General							
Boiler attendant				1180.50	944.50	1186.50	949.00

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 2018 to 31 Aug 2019	New Employees on Incentivised Scheme Effective 1 September 2018 = 80%	Wage per week from 01 Sep 2018 to 31 Aug 2019	New Employees on Incentivised Scheme Effective 1 September 2018 = 80%
				R	R	R	R
			Despatch packer	1219.50	975.50	1224.00	979.00
			General Worker	1141.50	913.00	1146.00	917.00
			Labourer	1153.50	923.00	1158.00	926.50
			Motor vehicle driver of a vehicle, the unladen mass of which, together with the unladen mass of any trailer or trailers drawn by such vehicle -				
	(a)	does not exceed 1 360 kg		1219.50	975.50	1224.00	979.00
	(b)	exceeds 1 360 but not 2 720 kg		1266.00	1013.00	1271.00	1017.00
	(c)	exceeds 2 720 kg		1443.00	1154.50	1451.50	1161.00
			Supervisor, quality controller and instructor	1546.50	1237.00	1553.50	1243.00
			Traveller's driver	1266.00	1013.00	1271.00	1017.00
			Watchman or caretaker, whose ordinary hours of work are -				
	(a)	less than 60 hours per week		1315.50	1052.50	1321.50	1057.00
	(b)	60 hours per week		1380.50	1104.50	1387.50	1110.00
NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with coming into effect of this agreement, increase the Weekly Wage for those employees by the agreed Wage Increase of 7.5% Across-the-Board.							

3. In clause 4(1)(b), substitute the existing wage schedule with the following new wage schedule (for millinery 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 2018 to 31 Aug 2019	New Employees on Incentivised Scheme Effective 1 September 2018 = 80%	Wage per week from 01 Sep 2018 to 31 Aug 2019	New Employees on Incentivised Scheme Effective 1 September 2018 = 80%
				R	R	R	R
			Blocker				
	(a)	Qualified		1 201.00	961.00	1 205.50	964.50
	(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 2018 to 31 Aug 2019	New Employees on Incentivised Scheme Effective 1 September 2018 = 80%	Wage per week from 01 Sep 2018 to 31 Aug 2019	New Employees on Incentivised Scheme Effective 1 September 2018 = 80%
				R	R	R	R
			First year				
			First six months of experience	830.50	664.50	835.50	668.50
			Second six months of experience	927.00	741.50	931.00	745.00
			Second year				
			First six months of experience	1 015.00	812.00	1 020.50	816.50
			Second six months of experience	1 109.00	887.00	1 114.00	891.00
			Thereafter, the wage specified in (a), i.e.	1 201.00	961.00	1 205.50	964.50
			Chopper-Out (Millinery)/Trimmer (Millinery)/Packer (Millinery):				
	(a)		Qualified	991.00	793.00	996.00	797.00
	(b)		Learner				
			First year				
			First six months of experience	830.50	664.50	835.50	668.50
			Second six months of experience	863.00	690.50	868.00	694.50
			Second year				
			First six months of experience	893.50	715.00	897.50	718.00
			Second six months of experience	928.50	743.00	932.50	746.00
			Third year				
			First four months of experience	959.00	767.00	963.00	770.50
			Thereafter, the wage specified in (a), i.e.	991.00	793.00	996.00	797.00
			Clerk				
	(a)		Qualified	1 656.50	1 325.00	1 665.00	1 332.00
	(b)		Learner				
			First year	1 223.00	978.50	1 227.00	981.50
			Second year	1 329.00	1 063.00	1 335.00	1 068.00
			Third year				
			First four months of experience	1 452.50	1 162.00	1 459.00	1 167.00
			Thereafter, the wage specified in (a), i.e.	1 656.50	1 325.00	1 665.00	1 332.00
			General Worker (Millinery)	981.00	785.00	984.50	787.50
			Grade 1 Employee (Millinery):				
	(a)		Qualified	970.50	776.50	974.00	779.00
	(b)		Learner				
			First year				
			First six months of experience	830.50	664.50	835.50	668.50
			Second six months of experience	865.00	692.00	871.00	697.00
			Second 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 2018 to 31 Aug 2019	New Employees on Incentivised Scheme Effective 1 September 2018 = 80%	Wage per week from 01 Sep 2018 to 31 Aug 2019	New Employees on Incentivised Scheme Effective 1 September 2018 = 80%
				R	R	R	R
			First six months of experience	914.50	731.50	918.00	734.50
			Thereafter, the wage specified in (a), i.e.	970.50	776.50	974.00	779.00
Milliner:							
	(a)	Qualified		1 049.00	839.00	1 054.50	843.50
	(b)	Learner					
		First year					
		First six months of experience		830.50	664.50	835.50	668.50
		Second six months of experience		883.00	706.50	887.00	709.50
		Second year					
		First six months of experience		885.50	708.50	889.00	711.00
		Second six months of experience		926.50	741.00	930.50	744.50
		Third year					
		First six months of experience		968.00	774.50	971.50	777.00
		Next four months of experience		1 015.00	812.00	1 020.50	816.50
		Thereafter, the wage specified in (a) i.e.		1 049.00	839.00	1 054.50	843.50
Millinery Machinist:							
	(a)	Qualified		1 060.00	848.00	1 065.50	852.50
	(b)	Learner					
		First year					
		First six months of experience		830.50	664.50	835.50	668.50
		Second six months of experience		905.50	724.50	910.50	728.50
		Second year					
		First six months of experience		960.00	768.00	965.50	772.50
		Thereafter, the wage specified in (a), i.e.		1 060.00	848.00	1 065.50	852.50
Motor vehicle driver of a vehicle, the unladen mass of which, together with the unladen mass of any trailer or trailers drawn by such vehicle is as follows -							
	(a)	does not exceed 2268 kg		1 258.50	1 007.00	1 265.50	1 012.50
	(b)	exceeds 2268		1 330.00	1 064.00	1 336.00	1 069.00
Plain Sewer (Millinery):							
	(a)	Qualified		991.00	793.00	996.00	797.00
	(b)	Learner					
		First year					
		First six months of experience		830.50	664.50	835.50	668.50
		Second six months of experience		874.50	699.50	880.50	704.50
		Second year					
		First six months of experience		931.50	745.00	935.50	748.50
		Thereafter, the wage specified in (a), i.e.		991.00	793.00	996.00	797.00
Supervisor (Millinery)				1 421.50	1 137.00	1 428.50	1 143.00

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 2018 to 31 Aug 2019	New Employees on Incentivised Scheme Effective 1 September 2018 = 80%	Wage per week from 01 Sep 2018 to 31 Aug 2019	New Employees on Incentivised Scheme Effective 1 September 2018 = 80%
				R	R	R	R
Watchman or Caretaker (Millinery)				1 434.00	1 147.00	1 440.00	1 152.00
NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with coming into effect of this agreement, increase the Weekly Wage for those employees by the agreed Wage Increase of 7.5% Across-the-Board.							

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

Clause No.	Existing	New
4(13)	2017	2018
22(2)(a)	R2,66	R2,86
22(2)(b)	R4,26	R4,58
26(4)(b)	R11,04	R11,87
26(4)(b)	R13,17	R14,16
26(4)(b)	R14,37	R15,45
26(4)(b)	R24,53	R26,37
26(4)(b)	R24,53	R26,37
26(4)(b)	R24,53	R26,37
27(3)	41 cents	44 cents
27(4)	61 cents	66 cents
38(5)	27 cents	29 cents

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39(3)	48 cents	52 cents
41(1)	31 August 2018	31 August 2019
41(1)	1 September 2017	1 September 2018

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

1. In clause 1(2)(b), substitute the new expression "R89 442.00 per annum" for the existing expression "R83 124.00 per annum".

”

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 2018 to 31 Aug 2019	New Employees on Incentivised Scheme Effective 1 September 2018 = 80%	Wage per week from 01 Sep 2018 to 31 Aug 2019	New Employees on Incentivised Scheme Effective 1 September 2018 = 80%
		R	R	R	R
Part A - Cutting Department					
Head Cutter		1 841.00	1 473.00	1849.00	1479.00

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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 2018 to 31 Aug 2019	New Employees on Incentivised Scheme Effective 1 September 2018 = 80%	Wage per week from 01 Sep 2018 to 31 Aug 2019	New Employees on Incentivised Scheme Effective 1 September 2018 = 80%
			R	R	R	R
Pattern Maker:						
(a)	Qualified		1 841.00	1 473.00	1849.00	1479.00
(b)	Learner					
	First year					
	First six months of experience		1 108.50	887.00	1114.00	891.00
	Second six months of experience		1 204.50	963.50	1210.00	968.00
	Second year					
	First six months of experience		1 305.50	1 044.50	1311.50	1049.00
	Second six months of experience		1 406.50	1 125.00	1412.00	1129.50
	Third year					
	First four months of experience		1 517.00	1 213.50	1522.00	1217.50
	Thereafter, the wage specified in (a), i.e.		1 841.00	1 473.00	1849.00	1479.00
Pattern Grader						
(a)	Qualified		1 521.00	1 217.00	1527.50	1222.00
(b)	Learner					
	First year					
	First six months of experience		1 045.00	836.00	1049.00	839.00
	Second six months of experience		1 108.50	887.00	1114.00	891.00
	Second year					
	First six months of experience		1 169.00	935.00	1174.00	939.00
	Second six months of experience		1 233.50	987.00	1239.50	991.50
	Third year					
	First six months of experience		1 305.50	1 044.50	1311.50	1049.00
	Next four months of experience		1 376.00	1 101.00	1381.00	1105.00
	Thereafter, the wage specified in (a), i.e.		1 521.00	1 217.00	1527.50	1222.00
Cutter, lay-maker:						
(a)	Qualified		1 470.00	1 176.00	1477.50	1182.00
(b)	Learner					
	First year					
	First six months of experience		958.50	767.00	961.00	769.00
	Second six months of experience		1 040.50	832.50	1045.00	836.00
	Second year					
	First six months of experience		1 124.50	899.50	1126.50	901.00
	Second six months of experience		1 211.50	969.00	1217.50	974.00
	Third year					
	First six months of experience		1 313.50	1 051.00	1318.50	1055.00
	Next four months of experience		1 470.00	1 176.00	1477.50	1182.00
Interlining cutter, trimmer, leather cutter and tie cutter						
(a)	Qualified		1 113.50	891.00	1116.50	893.00
(b)	Learner					
	First year					
	First six months of experience		875.50	700.50	877.00	701.50
	Second six months of experience		914.50	731.50	916.50	733.00

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 2018 to 31 Aug 2019	New Employees on Incentivised Scheme Effective 1 September 2018 = 80%	Wage per week from 01 Sep 2018 to 31 Aug 2019	New Employees on Incentivised Scheme Effective 1 September 2018 = 80%
				R	R	R	R
			Second year				
			First six months of experience	955.50	764.50	959.50	767.50
			Second six months of experience	996.00	797.00	998.00	798.50
			Third year				
			First four months of experience	1 038.50	831.00	1041.00	833.00
			Thereafter, the wage specified in (a) i.e.	1 113.50	891.00	1116.50	893.00
	(c)		If advanced to learner cutter:				
			First six months from date of advancement	1 190.00	952.00	1195.00	956.00
			Second six months from date of advancement	1 313.50	1 051.00	1318.50	1055.00
			Thereafter, the wage specified for a qualified cutter, i.e.	1 470.00	1 176.00	1477.50	1182.00
			Layer-up:				
	(a)		Qualified	976.50	781.00	979.50	783.50
			First year				
			First six months of experience	853.50	683.00	857.00	685.50
			Second six months of experience	875.50	700.50	877.00	701.50
			Second year				
			First six months of experience	904.50	723.50	907.00	725.50
			Thereafter, the wage specified in (a), i.e.	976.50	781.00	979.50	783.50
	(b)		If advanced to learner cutter:				
			First six months from date of advancement	976.50	781.00	979.50	783.50
			Second six months from date of advancement	1 124.50	899.50	1126.50	901.00
			Third six months from date of advancement	1 211.50	969.00	1217.50	974.00
			Fourth six months from date of advancement	1 313.50	1 051.00	1318.50	1055.00
			Thereafter, the wage specified for a qualified cutter, i.e.	1 470.00	1 176.00	1477.50	1182.00
			Clicker:				
	(a)		Qualified	1 142.50	914.00	1146.00	917.00
	(b)		Learner				
			First year of experience	896.00	717.00	897.50	718.00
			Second year of experience	996.00	797.00	998.00	798.50
			Thereafter, the wage specified in (a), i.e.	1 142.50	914.00	1146.00	917.00
			Tracer:				
	(a)		Qualified	1 082.00	865.50	1085.00	868.00
	(b)		Learner				
			First 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 2018 to 31 Aug 2019	New Employees on Incentivised Scheme Effective 1 September 2018 = 80%	Wage per week from 01 Sep 2018 to 31 Aug 2019	New Employees on Incentivised Scheme Effective 1 September 2018 = 80%
				R	R	R	R
			First six months of experience	896.00	717.00	897.50	718.00
			Second six months of experience	945.00	756.00	948.00	758.50
			Second year				
			First six months of experience	990.50	792.50	996.00	797.00
			Thereafter, the wage specified in (a), i.e.	1 082.00	865.50	1085.00	868.00
Part B - Factory Operatives							
Clothing machine mechanic:							
	(a)		Qualified	1 841.00	1 473.00	1849.00	1479.00
	(b)		Learner				
			First year				
			First six months of experience	1 108.50	887.00	1114.00	891.00
			Second six months of experience	1 204.50	963.50	1210.00	968.00
			Second year				
			First six months of experience	1 305.50	1 044.50	1311.50	1049.00
			Second six months of experience	1 406.50	1 125.00	1412.00	1129.50
			Third year				
			First six months of experience	1 517.00	1 213.50	1522.00	1217.50
			Next four months of experience	1 626.50	1 301.00	1632.00	1305.50
			Thereafter, the wage specified in (a), i.e.	1 841.00	1 473.00	1849.00	1479.00
Grade A employee:							
	(a)		Qualified	1 204.50	963.50	1210.00	968.00
	(b)		Learner				
			First year				
			First six months of experience	899.00	719.00	904.00	723.00
			Second six months of experience	954.00	763.00	958.50	767.00
			Second year				
			First six months of experience	1 004.00	803.00	1007.50	806.00
			Second six months of experience	1 054.50	843.50	1059.00	847.00
			Third year				
			First four months of experience	1 113.50	891.00	1116.50	893.00
			Thereafter, the wage specified in (a), i.e.	1 204.50	963.50	1210.00	968.00
Grade B employee:							
	(a)		Qualified	1 020.50	816.50	1034.00	827.00
	(b)		Learner				
			First year				
			First six months of experience	899.00	719.00	899.00	719.00
			Second six months of experience	929.00	743.00	931.50	745.00
			Second year				
			First six months of experience	958.00	766.50	963.00	770.50

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 2018 to 31 Aug 2019	New Employees on Incentivised Scheme Effective 1 September 2018 = 80%	Wage per week from 01 Sep 2018 to 31 Aug 2019	New Employees on Incentivised Scheme Effective 1 September 2018 = 80%
				R	R	R	R
			Thereafter, the wage specified in (a), i.e.	1 020.50	816.50	1034.00	827.00
	(c)	If advanced to Grade A employee:					
			First six months from date of advancement	1 020.50	816.50	1034.00	827.00
			Second six months from date of advancement	1 027.50	822.00	1040.50	832.50
			Third six months from date of advancement	1 072.50	858.00	1090.00	872.00
			Thereafter, the wage specified for a qualified Grade A employee, i.e.	1 194.00	955.00	1185.50	948.50
	Grade C employee:						
	(a)	Qualified		954.00	763.00	958.50	767.00
	(b)	Learner					
		First year					
			First six months of experience	872.50	698.00	874.50	699.50
			Second six months of experience	895.00	716.00	896.50	717.00
			Thereafter, the wage specified in (a), i.e.	954.00	763.00	958.50	767.00
	(c)	If advanced to Grade B employee:					
			First six months from date of advancement	954.00	763.00	958.50	767.00
			Second six months from date of advancement	961.00	769.00	965.00	772.00
			Thereafter, the wage specified for a qualified Grade B employee, i.e.	1 045.00	836.00	1049.00	839.00
	Underpresser, blocker:						
	(a)	Qualified		961.00	769.00	965.00	772.00
	(b)	Learner					
		First year					
			First six months of experience	853.50	683.00	857.00	685.50
			Second six months of experience	875.50	700.50	877.00	701.50
		Second year					
			First six months of experience	904.50	723.50	907.00	725.50
			Second six months of experience	961.00	769.00	965.00	772.00
	(c)	If advanced to learner presser:					
			First six months from date of advancement	961.00	769.00	965.00	772.00
			Second six months from date of advancement	1 113.50	891.00	1116.50	893.00
			Thereafter, the wage specified	1 204.50	963.50	1210.00	968.00

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 2018 to 31 Aug 2019	New Employees on Incentivised Scheme Effective 1 September 2018 = 80%	Wage per week from 01 Sep 2018 to 31 Aug 2019	New Employees on Incentivised Scheme Effective 1 September 2018 = 80%
				R	R	R	R
			for a qualified Grade A employee, i.e.				
Part C - Clerical employees							
Clerk							
	(a)	Qualified		1 313.50	1 051.00	1318.50	1055.00
	(b)	Learner					
		First year of experience		1 009.00	807.00	1013.50	811.00
		Second year of experience		1 088.00	870.50	1094.00	875.00
		Third year					
		First six months of experience		1 170.50	936.50	1177.00	941.50
		Thereafter, the wage specified in (a), i.e.		1 313.50	1 051.00	1318.50	1055.00
Factory Clerk							
	(a)	Qualified		1 024.50	819.50	1028.00	822.50
	(b)	Learner					
		First year of experience		852.50	682.00	854.00	683.00
		Second year of experience		896.50	717.00	899.00	719.00
		Third year					
		First six months of experience		951.50	761.00	954.00	763.00
		Thereafter, the wage specified in (a), i.e.		1 024.50	819.50	1028.00	822.50
Part D - General							
Boiler attendant				979.50	783.50	982.00	785.50
Despatch packer				1 005.50	804.50	1009.00	807.00
General Worker				950.00	760.00	959.50	767.50
Labourer				961.00	769.00	965.00	772.00
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		1 045.50	836.50	1049.50	839.50
	(b)	2 720 kg and over		1 169.00	935.00	1174.00	939.00
Supervisor, quality controller and instructor				1 233.50	987.00	1239.50	991.50
Traveller's driver				1 045.50	836.50	1049.50	839.50
Watchman or caretaker, whose ordinary hours of work are -							
	(a)	less than 60 hours per week		1 077.50	862.00	1082.50	866.00
	(b)	60 hours per week		1 124.50	899.50	1126.50	901.00
NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with coming into effect of this agreement, increase the Weekly Wage for those employees by the agreed Wage Increase of 7.5% Across-the-Board.							

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

Clause No.	Existing	New
4(13)	2017	2018
22(2)(a)	R2,76	R2,97
22(2)(b)	R4,46	R4,80
27(3)	40 cents	43 cents
27(4)	61 cents	66 cents
38(5)	27 cents	29 cents
39(3)	53 cents	57 cents
41(1)	31 August 2018	31 August 2019
41(1)	1 September 2017	1 September 2018

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 2018 to 31 Aug 2019	New Employees on Incentivise d Scheme Effective 1 September 2018 = 80%	Wage per Week from 01 Sep 2018 to 31 Aug 2019	New Employee s on Incentivise d Scheme Effective 1 September 2018 = 80%
				R	R	R	R
(i)	Foreman:			2405.40	1924.30	2416.70	1933.40
(ii)	Dyer: (See (iv) below)						
(iii)	Storeman:						
		(i) Qualified:		2315.40	1852.30	2326.20	1861.00
		(ii) Learners:					
		first six months of experience		835.90	668.70	839.90	671.90
		second six months of experience		1205.80	964.60	1211.40	969.10
		third six months of experience		1575.60	1260.50	1583.00	1266.40
		next four months of experience		1945.60	1556.50	1954.60	1563.70
		Thereafter, the wage specified in (iii)(i) i.e.		2315.40	1852.30	2326.20	1861.00
(iv)	Mechanic/Dyer:						
		(i) Qualified:		2405.40	1924.30	2416.70	1933.40
		(ii) Learners:					
		first six months of experience		835.90	668.70	839.90	671.90
		second six months of experience		992.80	794.20	997.30	797.80
		third six months of experience		1149.70	919.80	1155.10	924.10
		fourth six months of experience		1306.90	1045.50	1312.80	1050.20
		fifth six months of experience		1463.70	1171.00	1470.60	1176.50
		sixth six months of experience		1620.50	1296.40	1628.10	1302.50
		seventh six months of experience		1777.50	1422.00	1785.90	1428.70
		eighth six months of experience		1934.50	1547.60	1943.60	1554.90
		ninth six months of experience		2091.10	1672.90	2100.70	1680.60
		next four months of experience		2248.90	1799.10	2259.40	1807.50
		Thereafter, the wage specified in (iv)(i) i.e.		2405.40	1924.30	2416.70	1933.40
(v)	Mechanic's Assistant:						
		(i) Qualified:		1575.20	1260.20	1582.40	1265.90
		(ii) Learners:					
		first six months of experience		835.90	668.70	839.90	671.90
		second six months of experience		909.00	727.20	913.10	730.50
		third six months of experience		966.50	773.20	988.50	790.80
		fourth six months of experience		1057.30	845.80	1062.10	849.70
		fifth six months of experience		1131.70	905.40	1136.90	909.50
		sixth six months of experience		1205.90	964.70	1211.50	969.20
		seventh six months of experience		1279.40	1023.50	1285.50	1028.40
		eighth six months of experience		1353.90	1083.10	1359.70	1087.80
		ninth six months of experience		1427.30	1141.80	1433.80	1147.00
		next four months of experience		1501.70	1201.40	1508.40	1206.70
		Thereafter, the wage specified in (v)(i) i.e.		1575.20	1260.20	1582.40	1265.90
(vi)	Supervisor:			1665.50	1332.40	1673.30	1338.60
(vii)	Final Examiner of fully-fashioned garments:			1546.30	1237.00	1553.70	1243.00
(viii)	Factory Clerk, Despatch Clerk, Stores Clerk:						
		(i) Qualified		1514.20	1211.40	1521.40	1217.10
		(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 2018 to 31 Aug 2019	New Employees on Incentivised Scheme Effective 1 September 2018 = 80%	Wage per Week from 01 Sep 2018 to 31 Aug 2019	New Employees on Incentivised Scheme Effective 1 September 2018 = 80%
				R	R	R	R
			first six months of experience	835.90	668.70	839.90	671.90
			second six months of experience	1005.30	804.20	1010.00	808.00
			third six months of experience	1174.90	939.90	1180.30	944.20
			next four months of experience	1344.80	1075.80	1351.20	1081.00
			Thereafter, the wage specified in (viii)(i) i.e.	1514.20	1211.40	1521.40	1217.10
(ix)	Knitting Machine Operator, Warp Knitting Machine Operator, Dyer's Assistant, Colouring Mass-Measurer and/or Cutter or Shaper of fully-fashioned garments, Handyman and Warper:						
		(i) Qualified:		1514.20	1211.40	1521.40	1217.10
		(ii) Learners:					
			first six months of experience	835.90	668.70	839.90	671.90
			second six months of experience	948.70	759.00	952.70	762.20
			third six months of experience	1061.50	849.20	1066.30	853.00
			fourth six months of experience	1174.90	939.90	1180.30	944.20
			fifth six months of experience	1287.80	1030.20	1294.10	1035.30
			next four months of experience	1401.20	1121.00	1407.50	1126.00
			Thereafter, the wage specified in (ix)(i) i.e.	1514.20	1211.40	1521.40	1217.10
(x) (a)	Loader of magazine or comb, Linker, Overlocker other than an overlocker of seconds in socks, Mender and Plain Sewer:						
		(i) Qualified:		1321.20	1057.00	1327.30	1061.80
		(ii) Learners:					
			first six months of experience	835.90	668.70	839.90	671.90
			second six months of experience	956.80	765.40	961.30	769.00
			third six months of experience	1078.10	862.50	1083.20	866.60
			next four months of experience	1199.90	959.90	1205.50	964.40
			Thereafter, the wage specified in (x)(i) i.e.	1321.20	1057.00	1327.30	1061.80
(x) (b)	Sewing Machinist including a button, buttonhole and hemming machinist:						
		(i) Qualified:		1321.20	1057.00	1327.30	1061.80
		(ii) Learners:					
			first six months of experience	835.90	668.70	839.90	671.90
			second six months of experience	956.80	765.40	961.30	769.00
			third six months of experience	1078.10	862.50	1083.20	866.60
			Thereafter, the wage specified in (x)(i) i.e.	1321.20	1057.00	1327.30	1061.80
(xi)	Driver of a Motor Vehicle, the unladen mass of which, together with the unladen mass of any trailer or trailers drawn by such vehicle—:						

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 2018 to 31 Aug 2019	New Employees on Incentivised Scheme Effective 1 September 2018 = 80%	Wage per Week from 01 Sep 2018 to 31 Aug 2019	New Employees on Incentivised Scheme Effective 1 September 2018 = 80%
				R	R	R	R
			(a) does not exceed 453,5 kg	1263.10	1010.50	1268.90	1015.10
			(b) exceeds 453,5 kg but not 2 721 kg	1491.30	1193.00	1498.00	1198.40
			(c) exceeds 2 721 kg but not 4 535 kg	1588.00	1270.40	1595.50	1276.40
			(d) exceeds 4 535 kg	1723.40	1378.70	1731.60	1385.30
(xii)			Security Officer:	1929.40	1543.50	1938.10	1550.50
(xiii)			Watchman:	1488.60	1190.90	1495.60	1196.50
(xiv)			Employee not elsewhere specified:				
			(i) Qualified:	1550.00	1240.00	1557.10	1245.70
			(ii) Learners:				
			first six months of experience	835.90	668.70	839.90	671.90
			second six months of experience	1014.00	811.20	1018.80	815.00
			third six months of experience	1192.90	954.30	1198.60	958.90
			next four months of experience	1371.20	1097.00	1377.60	1102.10
			Thereafter, the wage specified in (xiv)(i) i.e.	1550.00	1240.00	1557.10	1245.70
(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:	1261.60	1009.30	1267.40	1013.90
(xvi)			General Worker/Traveller's Assistant, Cloakroom Supervisor and/or Attendant, Teamaker employed after 30-06-1987:	1085.90	868.70	1091.00	872.80
(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:	0.00	0.00	0.00	0.00
			(i) Qualified:	1085.90	868.70	1091.00	872.80
			(ii) Learners:	0.00	0.00	0.00	0.00

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 2018 to 31 Aug 2019	New Employees on Incentivised Scheme Effective 1 September 2018 = 80%	Wage per Week from 01 Sep 2018 to 31 Aug 2019	New Employees on Incentivised Scheme Effective 1 September 2018 = 80%
				R	R	R	R
			first six months of experience	835.90	668.70	839.90	671.90
			second six months of experience	918.80	735.00	923.20	738.60
			third six months of experience	1003.00	802.40	1007.50	806.00
			Thereafter, the wage specified in (xvii) (i) i.e.	1085.90	868.70	1091.00	872.80
NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with coming into effect of this agreement, increase the Weekly Wage for those employees by the agreed Wage Increase of 7.5% Across-the-Board.							

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

Clause No.	Existing	New
4(13)	2017	2018
22(2)(a)	R2,66	R2,86
22(2)(b)	R4,26	R4,58
26(4)(b)	R11,04	R11,87
26(4)(b)	R13,17	R14,16
26(4)(b)	R14,37	R15,45
26(4)(b)	R24,53	R26,37
26(4)(b)	R24,53	R26,37
26(4)(b)	R24,53	R26,37
27(3)	41 cents	44 cents

27(4)	61 cents	66 cents
38(5)	27 cents	29 cents
39(3)	48 cents	52 cents
41(1)	31 August 2018	31 August 2019
41(1)	1 September 2017	1 September 2018

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

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

“

Category / Occupation		In the Magisterial Districts of Camperdown, uMzinto, Paarl, Stellenbosch and Uitenhage (Non-Metro A)		All Other Areas (Non-Metro B)	
		Wage per week from 1 Sep 2018 to 31 Aug 2019	New Employees on Incentivised Scheme Effective 1 September 2018 = 80%	Wage per week from 1 Sep 2018 to 31 Aug 2019	New Employees on Incentivised Scheme Effective 1 September 2018 = 80%
Category A					
	0 - 6 months	905.00	724.00	875.00	700.00
	Thereafter	968.00	774.50	913.00	730.50
Category B					
	0 - 6 months	903.50	723.00	886.00	709.00
	7 - 12 months	946.00	757.00	912.00	729.50
	13 - 18 months	990.50	792.50	937.50	750.00
	Thereafter	1 048.50	839.00	969.50	775.50
Category C					
	0 - 6 months	934.00	747.00	890.50	712.50
	7 - 12 months	1 027.50	822.00	944.50	755.50

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Category / Occupation		In the Magisterial Districts of Camperdown, uMzinto, Paarl, Stellenbosch and Uitenhage (Non-Metro A)		All Other Areas (Non-Metro B)	
		Wage per week from 1 Sep 2018 to 31 Aug 2019	New Employees on Incentivised Scheme Effective 1 September 2018 = 80%	Wage per week from 1 Sep 2018 to 31 Aug 2019	New Employees on Incentivised Scheme Effective 1 September 2018 = 80%
	13 - 18 months	1 122.00	897.50	1 000.00	800.00
	19 - 22 months	1 213.00	970.50	1 059.50	847.50
	Thereafter	1 306.00	1 045.00	1 119.50	895.50
Category D					
	0 - 6 months	934.00	747.00	890.50	712.50
	7 - 12 months	1 003.00	802.50	931.00	745.00
	13 - 18 months	1 095.50	876.50	972.00	777.50
	19 - 22 months	1 140.50	912.50	1 012.50	810.00
	Thereafter	1 285.00	1 028.00	1 106.00	885.00
Category E					
	0 - 6 months	980.50	784.50	918.00	734.50
	7 - 12 months	1 089.50	871.50	983.00	786.50
	13 - 18 months	1 215.00	972.00	1 060.50	848.50
	19 - 22 months	1 338.00	1 070.50	1 141.50	913.00
	Thereafter	1 472.00	1 177.50	1 226.00	981.00
Band Knife Cutter					
	0 - 6 months	897.50	718.00	869.00	695.00
	7 - 12 months	968.00	774.50	910.00	728.00
	13 - 18 months	1 035.00	828.00	950.50	760.50
	19 - 22 months	1 108.50	887.00	993.00	794.50
	Thereafter	1 220.00	976.00	1 065.50	852.50
Clerical					
	0 - 6 months	920.50	736.50	882.50	706.00
	7 - 12 months	1 008.00	806.50	934.50	747.50
	13 - 18 months	1 079.00	863.00	976.00	781.00
	Thereafter	1 239.50	991.50	1 075.50	860.50
Assistant Head Cutter		1 428.50	1 143.00	1 199.00	959.00
Head Cutter		1 725.00	1 380.00	1 390.50	1 112.50
Foreperson		1 547.00	1 237.50	1 309.00	1 047.00
Watchperson		1 075.00	860.00	973.00	778.50
Driver 1 (454kg)		1 024.50	819.50	943.50	755.00

Category / Occupation	In the Magisterial Districts of Camperdown, uMzinto, Paarl, Stellenbosch and Uitenhage (Non-Metro A)		All Other Areas (Non-Metro B)	
	Wage per week from 1 Sep 2018 to 31 Aug 2019	New Employees on Incentivised Scheme Effective 1 September 2018 = 80%	Wage per week from 1 Sep 2018 to 31 Aug 2019	New Employees on Incentivised Scheme Effective 1 September 2018 = 80%
Driver 2 (454 - 2722kg)	1 096.50	877.00	986.50	789.00
Driver 3 (2722 -4540kg)	1 238.50	991.00	1 075.00	860.00
Driver 4 (4540kg)	1 445.00	1 156.00	1 210.00	968.00
NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with coming into effect of this agreement, increase the Weekly Wage for those employees by the agreed Wage Increase of 7.5% in Non-Metro A and Non-Metro B.				

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

Clause No.	Existing	New
4(9)	2017	2018
32(2)	R3,34	R3,61
32(2)	1 September 2017	1 September 2018
32(2)	R4,24	R4,58
32(2)	1 September 2017	1 September 2018
36(6)(a)	54 cents	58 cents
41(1)	31 August 2018	31 August 2019
41(1)	1 September 2017	1 September 2018
43(5)	17 cents	18 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)	R2,64	R2,84
4(1)(b)	R2,85	R3,06
5A(2)(b)	R24,74	R26,60
5B(2)(b)	R24,74	R26,60
6(5)	19 cents	20 cents
7A(2)(b)	R11,48	R12,34
7B(2)(b)	R11,48	R12,34
16(1)	41 cents	44 cents
16(2)	61 cents	66 cents

13. FAMILY RESONSIBILITY LEAVE

In all parts of the National Main Collective Agreement, that is, Parts A to I dealing with family responsibility leave, insert the following sub clause:

“Family Responsibility Leave shall be extended to apply to an employee’s spouse or life partner, parent or adoptive parent, grandparent, child or adopted child, grandchild or sibling, with effect from 1 September 2018.”

14. LEAVE PAY

In all parts of the National Main Collective Agreement, that is, Parts A to I dealing with Leave Pay, insert the following sub clause:

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"With effect from 1 September 2019, One (1) day's pay shall be added to the leave pay for all employees."

15. SHOP STEWARDS' LEAVE

In all parts of the National Main Collective Agreement, that is, Parts A to I dealing with Shop Stewards Leave, insert the following sub clause:

"Shop Stewards who are Office Bearers of the Trade Union shall be granted one (1) additional day's paid leave in each year of the agreement. Applications for leave by Shop Stewards who are Office Bearers of the Trade Union to attend Constitutional meetings of the Trade Union and the Federation to which the Trade Union is affiliated will not be unreasonably declined."

Signed at CAPE TOWN on behalf of the Parties this **30TH** day of OCTOBER 2018.



FREDA OOSTHYSEN
Chairperson



MARTHIE RAPHAEL
Vice-Chairperson



SICELO NDUNA
General Secretary

WARNING!!!

To all suppliers and potential suppliers of goods to the Government Printing Works

The Government Printing Works would like to warn members of the public against an organised syndicate(s) scamming unsuspecting members of the public and claiming to act on behalf of the Government Printing Works.

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Anna-Marie du Toit (012) 748-6292 (Anna-Marie.DuToit@gpw.gov.za) and

Siraj Rizvi (012) 748-6380 (Siraj.Rizvi@gpw.gov.za)

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