



NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY

NORTHERN CHAMBER

Address: 2nd Floor, Anchor House Building, 100 Juta Street, Cnr Biccard Street, Braamfontein 2001
Tel: 011 402 2737 Fax: 011 402 7375 Post: P O Box 5101, Johannesburg 2000 website: www.nbc.org.za

CIRCULAR NO. NC/1/2016

Telephone Enquiries : Labour Affairs Department

2 September 2016

TO : ALL EMPLOYERS SUBJECT TO PART D OF THE COUNCIL'S NATIONAL MAIN COLLECTIVE AGREEMENT (**NORTHERN REGION CLOTHING & MILLINERY SECTORS**) WITHIN THE "METRO" AREAS ONLY OF THE NORTHERN CHAMBER OF THE NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY)

Dear Sir/Madam

INFORMATION CIRCULAR TO THE INDUSTRY FOLLOWING THE 2016 ROUND OF NEGOTIATIONS

Province of the Transvaal as it existed prior to the coming into operation of the Constitution of the Republic of South Africa

The Parties to the National Bargaining Council have concluded a **two year** Collective Agreement in terms of which the total labour cost increase for all "Metro" regions amounts to **8%** with effect from and backdated to 1 September 2016, for the 1st year of the agreement. For the 2nd year of the agreement, a further total labour cost increase of CPI plus 1% provided that in the event of CPI plus 1% resulting in the total labour cost increase being less than the rand value increase for 2017, the adjustment shall be the rand equivalent of the 2016/2017 total labour cost increase. Should the CPI plus 1% for the second year 2017, exceed this, the parties shall renegotiate the total labour cost quantum.

This circular summarises the outcome of the Industry negotiations.

The Agreement will be submitted to the Minister of Labour with a request that it be extended to employers and employees in the Industry, other than those who are party to the Agreement, i.e. to all Non-Parties.

Party companies are automatically covered by the terms of the signed Agreement.

Details of the negotiated settlement in respect of the Northern Metro Region (Parts D of the Council's National Main Collective Agreement) are set out below.

1. INCREASE TO TOTAL LABOUR COST

The increase to total labour cost for all current employees (inclusive of those previous employees who rejoin the industry after less than 3 years absence from the industry) shall be **8%**, for each of the job categories prescribed for these areas with effect from 1 September 2016, **rounded** to the nearest 50 cents. (The increase shall be back dated to 1 September 2016 and back pay will be due). The new wage schedules incorporating the new wage rates after the 2016/2017 agreed increases are attached. Please note that there are **two** enclosed sets of **Wage Schedules, Group A & Group B**, one applicable to those companies that **HAVE** registered a productivity agreement with the Bargaining Council, another

applicable to those companies that **HAVE NOT** registered a productivity agreement and **new wage rates** applicable to the new employees on the Incentivised Wage Scheme which became effective from 1 September 2012.

2. CONTRIBUTIONS

2.1 Sick Pay Fund

The employee contribution rate to the Sick Pay Fund remains unaltered at R3,48 per week, whilst the employer contribution rate increases from **R9.88 to R10.67** per week. These now are:

Employee : R3,48
Employer : R10.67

2.2 Medical Benefit Society

The employee contribution rate to the Medical Benefit Society remains unaltered at R11,03 per week, whilst the employer contribution rate increases from **R21.29 to R22.99** per week. These now are:

Employee : R11,03
Employer : R22.99

2.3 Provident Fund

The employer contribution rate to the Provident Fund remains unaltered for the period 2016/2017 and employee contribution rate remains unaltered for the period 2016/2017 as:

Employee : 5.75%
Employer : 7%

NB: The current employer contribution levels for metro which is part of the employer total labour cost shall be improved by 0.5% from 1 September 2017.

Please note that the Provident Fund contributions are payable for the full 52 weeks of the year.

2.4 Bargaining Council Levy

The Bargaining Council levy payable by the employee shall be **R2.45** per week deducted from each employee's wage and the Bargaining Council Levy payable by the employer shall be **R2.65**.

2.5 Across-the-board Increases in Employer Contributions

The following levies and contributions payable by the Employer has been increased by the agreed Total Labour Cost increase of **8%**:

Category	Old Rate	New Rate (p.w. per employee)
Industry Protection Fund	17c	18c
SACTWU HIV/AIDS Project	53c	57c
SACTWU Bursary Fund	35c	38c

3. TRADE UNION DEDUCTIONS

The **Trade Union Subscription** rate for its members changes to 1% of the member's basic wage rate with a *new minimum* of **R8.53** per week and a *new maximum* of **R15.64** per week, effective 1 September 2016 together with the funeral scheme contribution of R1,80 per week which remains unchanged, bringing the *total new minimum* to **R10.33** per week (i.e. the R8.53 plus the R1,80) and the *total new maximum* to **R17.44** per week (i.e. the R15.65 plus the R1,80). Companies are to ensure that the correct union fee deductions are implemented and transmitted to the Bargaining Council as part

of your monthly returns.

NB: For all Non-Union Members, an Agency Fee deduction of 1% of the basic weekly wage with the minimum of **R8.53** per week and the maximum of **R15.64** per week is applicable. Companies are to ensure that the correct agency fee deductions are implemented and transmitted to the bargaining council as part of your monthly returns.

4. EMPLOYER AGENCY SHOP FEE

The Employer Agency Shop Fee is payable by employers who are not members of an Employers' Association and remains unaltered at **R250.00** per month for employers who employ 60 or less employees and **R4.25** per employee per month for employers who employ more than 61 and more employees.

5. FAMILY RESPONSIBILITY LEAVE

5.1. An employer must grant an employee, during each annual leave cycle, three (3) days paid family responsibility leave; two (2) days' pay from 1 September 2016 and the remaining one (1) day's pay effective from 1 September 2017.

5.2. This clause applies to an employee –

- a) Who has been in employment for a period of four months; and
- b) Who works for at least four days a week for that employer.

6. SHOP STEWARDS TIME OFF

6.1 For all areas, paid time off for head shop stewards for union activities shall be improved by 1 additional day's pay per annum.

6.2 Any day or part thereof used for attending bargaining council or related meetings shall not be debited from normal shop stewards time off for trade union activities. Payment for such days or hours shall be the responsibility of the relevant regional chamber of the NBC.

7. GRADING SYSTEM

The NBC Main Agreement job grades and job categories specified in the various industry agreements shall be reviewed to accommodate new forms of work and work organisation which has arisen as a result of technology changes in the industry. It shall set new specific wage levels for such job categories. It is recorded that the discussion on this matter shall take place under the Developmental Matters Agenda.

8. MACHINIST QUALIFYING PERIOD

The proposal that the qualifying period for a machinist is to be reduced from 18 months to 14 months shall be discussed under the Developmental Matters agenda.

9. DEVELOPMENTAL MATTERS

The developmental matters as set out in the 2010/2011 Substantive Agreement under clause 7 shall be finalised as per the provisions of sub-clauses 7.1 and 7.2 of the 2010/2011 Substantive Agreement and the task team referred to in clause 7.1 of the said Substantive Agreement shall be decided at the first NBC Council meeting following the signing of this agreement.

10. BLACK INDUSTRIALISTS

It is recorded that the discussion on this matter shall be referred to the Bargaining Council Productivity

and Training Institute for prioritised attention and resolution. The Director of the NBC PTI shall provide the parties with relevant background information on this prior to the commencement of the first meeting of the working group. The Director of the NBC PTI shall act as convenor of this working group.

11. COMPANIES ON THE PLANT LEVEL INCENTIVISED WAGE DISPENSATION

The current 80% plant level incentivised scheme dispensation shall be amended to provide for an individual employee cycle commencing 1 September 2016, in terms of which such employees will, in year two, progress from 80% to 90% of their respective gazetted wages and in year three to 100% of their wage.

12. JOINT AND SEVERAL LIABILITY FOR NON-COMPLIANCE

The joint and several liability provisions regarding sub-contracting by compliant companies to non-compliant companies shall apply to all factories that pay below 80% of the full gazetted NBC wage rates. Companies paying between 80% and 100% of the gazetted wage rates may apply to the NBC for specific level B compliance registration, in which case the joint and several liability provisions would not apply.

13. INDUSTRY SUMMIT

The parties to the Council agreed to convene and host an industry summit. A task team has to be appointed to do some preparatory work for the summit which shall take place under the auspices of the NBC Productivity Training Institute.

14. BACKPAY

14.1 The parties agree that all employers in the industry should implement the terms of this agreement, backdated to its effective date, especially regarding (but not restricted to) the implementation of the wage increases consented to in this agreement.

14.2 The NBC is required, as soon as possible after the effective date of this agreement but no longer than 4 weeks after the gazettal date, to conduct an industry survey to determine the extent of implementation of the wage increases envisaged in this agreement.

14.3 The following provision shall be submitted for gazettal, unless a different mechanism is agreed to:

"all employers covered by the registered scope of the NBC shall implement the wage increases agreed to at NBC level"; or

"all employers covered by the registered scope of the NBC who have not implemented the wage increases agreed to at NBC level shall implement a 10% wage increase for metro areas and the rand equivalent of the Durban qualified machinist's rate, for non-metro areas with effect from 1 September each year"

15. OTHER CONDITIONS

15.1 All other previously agreed terms and conditions not specifically varied by the provisions of this Agreement shall remain in force and effect, unless agreed otherwise through collective bargaining between the parties, at NBC level.

15.2 The parties have accepted that the terms agreed to are hereby formalised in this final written agreement concluded and signed under the auspices of the NBC, subject to ratification by their respective members.

15.3 All other unresolved matters as identified in the plenary sessions of this year's substantive negotiations are referred for further bilateral discussions between the parties.

15.4 The parties agree to support the establishment of a Fashion Council and undertake to progress discussions on the details of such a Fashion Council, with a view to conclude it prior to the expiry date of this agreement.

16. **SCHEDULE OF DEDUCTIONS**

A revised schedule of weekly deductions and contributions is enclosed.

17. **NON-METRO AREAS** (for the purposes of this circular, means all areas of the old Province of the Transvaal not covered by Parts D (Clothing) and E (Knitting) of the Council's National Main Collective Agreement for the Northern Region)

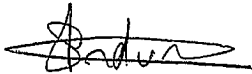
A separate circular is being distributed to all establishments in the non-metro areas, nationally.

18. **COUNCIL'S WEBSITE (www.nbc.org.za)**

The Council's website on the Internet is regularly being updated. Those who have access to the Internet can view and download the Main & Provident Fund Collective Agreements of the various "metro" and non-metro areas. These are in the form of consolidated agreements i.e. the original published agreements, updated for subsequent **published** amendments. This notice will also be added to the Council's website.

Any enquiries from employers who are members of any of the Employers' Associations should be directed to their Association. In the case of non-party establishments, enquiries should be directed to this Chamber's **Labour Affairs Department** on telephone no 011 402-2737.

Yours faithfully



SICELO NDUNA
ACTING REGIONAL SECRETARY



NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY

NORTHERN CHAMBER

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INFORMATION SCHEDULE

CLOTHING SECTOR (including MILLINERY)

DEDUCTIONS AND CONTRIBUTIONS DUE TO THE NORTHERN CHAMBER OF THE COUNCIL, ITS FUNDS AND THE TRADE UNION (NOT applicable to employers & employees who are subject to the provisions of Part I of the Council's National Main Collective Agreement pertaining to the Non-Metro Areas)

DEDUCTIONS EFFECTIVE FROM 1 SEP 2016 TO 31 AUG 2017

COUNCIL LEVIES	PROVIDENT FUND		INDUSTRY PROTECTION FUND	SACTWU SUBS. (for Union members ONLY)	SACTWU HIV/AIDS PROJECT	EMPLOYER AGENCY SHOP FEE
	Employee	Employer				
Employee: R2.45 per week	5,75% of each individual contributor's basic wage, calculated to the nearest cent.	7% of each individual contributor's basic wage, calculated to the nearest cent.	12 Cents Per Week Payable by the Employer by means of a deduction from an Employee's wages	1% of each individual Trade Union member's basic wage rate plus R1,80 with a minimum of R10.33 per week and a maximum of R17.44 per week	57 cents per week Payable by EMPLOYER ONLY	60 or fewer employees: Lump sum of R250.00 p.m. (incl VAT) ----- 61 and more employees: R4.25 per employee p.m. (incl VAT)
Employer: R2.65 per week	Payable to: Clothing Industry (Northern Chamber) Provident Fund.	Bank : Standard Bank Johannesburg Branch Account No: 000038628 Branch Code: 00020500.	18 Cents Payable By The Employer Per Week.	UNION AGENCY FEE (i.r.o. NON-Union members) 1% of each NON Trade Union member's basic wage rate with a minimum of R8.53 per week and a maximum of R15.64 per week	SACTWU BURSARY FUND 38 cents per week Payable by EMPLOYER ONLY i.r.o each employee to whom this Agreement of the Council applies	
	No deduction made if contributor has worked for less than 20 hours in the week in which the deduction falls due.					

MEDICAL BENEFIT SOCIETY		SICK PAY FUND	
Employee	Employer	Employee	Employer
R11,03 per week	R22.99 per week	R3,48 per week	R10.67 per week

ALL THE ABOVE PAYMENTS TO THE BARGAINING COUNCIL DUE BY 7TH DAY OF ENSUING MONTH:

	PAYABLE TO:	PAYMENT METHOD :
Council Levies	The Secretary National Bargaining Council for the Clothing Manufacturing Industry (Northern Areas Chamber) P O Box 5101 Johannesburg 2000	Cheques payable to: NBC Clothing – Northern Areas OR direct deposit into bank account, as follows: Bank: Nedbank Branch: Siemert Road Branch Code: 19 52 05 Account No: 1923053833
Medical Benefit Society Contributions		
Sick Pay Fund Contributions		
Industry Protection Fund		
Agency Shop Fee		
SACTWU Subscriptions, Bursary Fund & HIV/AIDS Project Contributions		

**NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY
NORTHERN REGION (CLOTHING) NEW WAGE RATES NEGOTIATED BY THE PARTIES
FOR THE PERIOD 01 SEPTEMBER 2016 TO 31 AUGUST 2017**

WAGES		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)				
DESCRIPTION		Wage per week from 01 Sep 2015 to 31 Aug 2016	New Employees on Incentivised Scheme Effective 1 September 2015 = 80%	Across the Board Increase 8%	Wage per week from 01 Sep 2016 to 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%
		R	R	R	R	R
(A)	Pattern Maker and/or Grader:					
	(i) Qualified:	1856.20	1 485.00	148.50	2004.70	1603.80
	(ii) Learners:					
	first six months of experience	668.50	534.80	53.50	722.00	577.60
	second six months of experience	865.20	692.20	69.20	934.40	747.50
	third six months of experience	1064.80	851.80	85.20	1150.00	920.00
	fourth six months of experience	1246.40	997.10	99.70	1346.10	1076.90
	fifth six months of experience	1462.70	1 170.20	117.00	1579.70	1263.80
	next four months of experience	1661.30	1 329.00	132.90	1794.20	1435.40
	Thereafter, the wage specified in (A)(i) i.e.	1856.20	1 485.00	148.50	2004.70	1603.80
(B)	Marker-In:					
	(i) Qualified:	1541.10	1 232.90	123.30	1664.40	1331.50
	(ii) Learners:					
	first six months of experience	668.50	534.80	53.50	722.00	577.60
	second six months of experience	812.70	650.20	65.00	877.70	702.20
	third six months of experience	958.70	767.00	76.70	1035.40	828.30
	fourth six months of experience	1104.30	883.40	88.30	1192.60	954.10
	fifth six months of experience	1250.00	1 000.00	100.00	1350.00	1080.00
	next four months of experience	1396.00	1 116.80	111.70	1507.70	1206.20
	Thereafter, the wage specified in (B)(i) i.e.	1541.10	1 232.90	123.30	1664.40	1331.50
(C)	Mechanic:					
	(i) Qualified:	1503.10	1 202.50	120.20	1623.30	1298.60
	(ii) Learners:					
	first six months of experience	668.50	534.80	53.50	722.00	577.60
	second six months of experience	759.90	607.90	60.80	820.70	656.60
	third six months of experience	852.90	682.30	68.20	921.10	736.90
	fourth six months of experience	945.90	756.70	75.70	1021.60	817.30
	fifth six months of experience	1039.20	831.40	83.10	1122.30	897.80
	sixth six months of experience	1131.20	905.00	90.50	1221.70	977.40
	seventh six months of experience	1224.90	979.90	98.00	1322.90	1058.30
	eighth six months of experience	1317.60	1 054.10	105.40	1423.00	1138.40
	next four months of experience	1410.70	1 128.60	112.90	1523.60	1218.90
	Thereafter, the wage specified in (C)(i) i.e.	1503.10	1 202.50	120.20	1623.30	1298.60
(D)	Chopper Out, Cutter and/or Re-Cutter, Negative Maker, Screen Maker (Engraver), Screen Printer, Sample Cutter:					
	(i) Qualified:	1116.30	893.00	89.30	1205.60	964.50
	(ii) Learners:					
	first six months of experience	668.50	534.80	53.50	722.00	577.60
	second six months of experience	779.50	623.60	62.40	841.90	673.50
	third six months of experience	892.30	713.80	71.40	963.70	771.00

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DESCRIPTION		Wage per week from 01 Sep 2015 to 31 Aug 2016	New Employees on Incentivised Scheme Effective 1 September 2015 = 80%	Across the Board Increase 8%	Wage per week from 01 Sep 2016 to 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%
		R	R	R	R	R
	next four months of experience	1005.70	804.60	80.50	1086.20	869.00
	Thereafter, the wage specified in (D)(i) i.e.	1116.30	893.00	89.30	1205.60	964.50
*(E1)	Sample Machinist:	1110.10	888.10	88.80	1198.90	959.10
(E)(a)	Sewing Machinist, Operator of a Linking, Overlocking and/or Sewing Machine, Embroidery Machinist (other than embroidery machine minder)					
	(i) Qualified:	965.00	772.00	77.20	1042.20	833.80
	(ii) Learners:					
	first six months of experience	668.50	534.80	53.50	722.00	577.60
	second six months of experience	741.60	593.30	59.30	800.90	640.70
	third six months of experience	814.70	651.80	65.20	879.90	703.90
	Thereafter, the wage specified in (E)(i) i.e.	965.00	772.00	77.20	1042.20	833.80
(E)(b)	Finisher, Invisible Mender Embroiderer, Fagotter, Bearer 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:	965.00	772.00	77.20	1042.20	833.80
	(ii) Learners:					
	first six months of experience	668.50	534.80	53.50	722.00	577.60
	second six months of experience	741.60	593.30	59.30	800.90	640.70
	third six months of experience	814.70	651.80	65.20	879.90	703.90
	next four months of experience	892.50	714.00	71.40	963.90	771.10
	Thereafter, the wage specified in (E)(i) i.e.	965.00	772.00	77.20	1042.20	833.80
(F1)	Machinist promoted to Assistant Supervisor:					
	(i) Qualified:	1146.80	917.40	91.70	1238.50	990.80
	(ii) Learners:					
	first six months of experience	965.00	772.00	77.20	1042.20	833.80
	second six months of experience	1027.70	822.20	82.20	1109.90	887.90
	third six months of experience.	1088.20	870.60	87.10	1175.30	940.20
	Thereafter, the wage specified in (F1)(i) i.e	1146.80	917.40	91.70	1238.50	990.80
(F)	Asst Supervisor, other than a Machinist promoted to Asst. Supervisor; Despatch/Factory Clerk and Storeman:					
	(i) Qualified:	1146.80	917.40	91.70	1238.50	990.80
	(ii) Learners:					
	first six months of experience	668.50	534.80	53.50	722.00	577.60
	second six months of experience	787.70	630.20	63.00	850.70	680.60
	third six months of experience	907.60	726.10	72.60	980.20	784.20
	next four months of experience	1028.50	822.80	82.30	1110.80	888.60
	Thereafter, the wage specified in (F)(i) i.e.	1146.80	917.40	91.70	1238.50	990.80

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DESCRIPTION		Wage per week from 01 Sep 2015 to 31 Aug 2016	New Employees on Incentivised Scheme Effective 1 September 2015 = 80%	Across the Board Increase 8%	Wage per week from 01 Sep 2016 to 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%
		R	R	R	R	R
(G)	Other Pressers, not provided for elsewhere; Underpresser; Presser of shirts, ties, pyjamas and other nightwear, hats, caps, underwear, knitwear, aprons, overalls and blouses without lace, embroidery, tucks and handmade pleats; Machine belt-fixer; Maintenance Assistance; Layer-up; Plain Sewer; Operator of a button covering, zip tacking and/or pleating machine; an employee engaged on the Trubenizing of collars and/or Clicker and Shaper by template; General worker; Applique Cutter; Tracer and/or Marker and/or Framer; Pleater and Embroidery Machine Minder:					
	(i) Qualified:	800.60	640.50	64.00	864.60	691.70
	(ii) Learners:					
	first six months of experience	668.50	534.80	53.50	722.00	577.60
	second six months of experience	700.80	560.60	56.10	756.90	605.50
	third six months of experience	733.60	586.90	58.70	792.30	633.80
	next four months of experience	766.60	613.30	61.30	827.90	662.30
	Thereafter, the wage specified in (G)(i) i.e.	800.60	640.50	64.00	864.60	691.70
(H1)	Foreman:	2532.30	2 025.80	202.60	2734.90	2187.90
(H2)	Supervisor, Assistant Foreman, Head Cutter:	1381.10	1 104.90	110.50	1491.60	1193.30
(H3)	Artisan:	2890.90	2 312.70	231.30	3122.20	2497.80
(H4)	Labourer, Scooter Driver and/or Boiler	889.60	711.70	71.20	960.80	768.60
(H5)	Watchman:	1027.90	822.30	82.20	1110.10	888.10
(H6)	Driver (Light Motor Vehicle):	1013.20	810.60	81.10	1094.30	875.40
(H7)	Driver (Medium Motor Vehicle):	1083.50	866.80	86.70	1170.20	936.20
	Sample Machinist. Any employee when called upon to perform the duties of a sample machinist, shall, while so employed be paid the wage of a sample machinist: Provided that such wage shall not be subject to the provision of clause 4 (2) (a) of this Agreement					
NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with effect from 1 September 2016, Increase the Weekly Wage for those employees by the agreed Wage Increase of 8% Across-the-Board.						

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NORTHERN REGION (CLOTHING) NEW WAGE RATES NEGOTIATED BY THE PARTIES
FOR THE PERIOD 01 SEPTEMBER 2016 TO 31 AUGUST 2017**

WAGES	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)					
DESCRIPTION		Wage Per Week from 01 Sep 2015 to 31 Aug 2016	New Employees on Incentivised Scheme Effective 1 September 2015 = 80%	Across the Board Increase 8%	Wage Per Week from 01 Sep 2016 to 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%
		R	R	R	R	R
(A)	Pattern Maker and/or Grader:					
	(i) Qualified:	1864.80	1 491.80	149.20	2014.00	1 611.20
	(ii) Learners:					
	first six months of experience	671.50	537.20	53.70	725.20	580.20
	second six months of experience	869.30	695.40	69.50	938.80	751.00
	third six months of experience	1069.80	855.80	85.60	1155.40	924.30
	fourth six months of experience	1252.10	1 001.70	100.20	1352.30	1 081.80
	fifth six months of experience	1469.70	1 175.80	117.60	1587.30	1 269.80
	next four months of experience	1669.00	1 335.20	133.50	1802.50	1 442.00
	Thereafter, the wage specified in (A)(i) i.e.	1864.80	1 491.80	149.20	2014.00	1 611.20
(B)	Marker-In:					
	(i) Qualified:	1548.40	1 238.70	123.90	1672.30	1 337.80
	(ii) Learners:					
	first six months of experience	671.50	537.20	53.70	725.20	580.20
	second six months of experience	816.60	653.30	65.30	881.90	705.50
	third six months of experience	963.20	770.60	77.10	1040.30	832.20
	fourth six months of experience	1109.50	887.60	88.80	1198.30	958.60
	fifth six months of experience	1256.00	1 004.80	100.50	1356.50	1 085.20
	next four months of experience	1402.40	1 121.90	112.20	1514.60	1 211.70
	Thereafter, the wage specified in (B)(i) i.e.	1548.40	1 238.70	123.90	1672.30	1 337.80
(C)	Mechanic:					
	(i) Qualified:	1510.20	1 208.20	120.80	1631.00	1 304.80
	(ii) Learners:					
	first six months of experience	671.50	537.20	53.70	725.20	580.20
	second six months of experience	763.30	610.60	61.10	824.40	659.50
	third six months of experience	856.90	685.50	68.60	925.50	740.40
	fourth six months of experience	950.30	760.20	76.00	1026.30	821.00
	fifth six months of experience	1044.10	835.30	83.50	1127.60	902.10
	sixth six months of experience	1136.50	909.20	90.90	1227.40	981.90
	seventh six months of experience	1230.60	984.50	98.40	1329.00	1 063.20
	eighth six months of experience	1323.90	1 059.10	105.90	1429.80	1 143.80
	next four months of experience	1417.50	1 134.00	113.40	1530.90	1 224.70
	Thereafter, the wage specified in (C)(i) i.e.	1510.20	1 208.20	120.80	1631.00	1 304.80
(D)	Chopper Out, Cutter and/or Re-Cutter, Negative Maker, Screen Maker (Engraver), Screen Printer, Sample Cutter:					
	(i) Qualified:	1121.70	897.40	89.70	1211.40	969.10
	(ii) Learners:					
	first six months of experience	671.50	537.20	53.70	725.20	580.20
	second six months of experience	783.30	626.60	62.70	846.00	676.80
	third six months of experience	896.50	717.20	71.70	968.20	774.60

**NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY
NORTHERN REGION (CLOTHING) NEW WAGE RATES NEGOTIATED BY THE PARTIES
FOR THE PERIOD 01 SEPTEMBER 2016 TO 31 AUGUST 2017**

DESCRIPTION		Wage Per Week from 01 Sep 2015 to 31 Aug 2016	New Employees on Incentivised Scheme Effective 1 September 2015 = 80%	Across the Board Increase 8%	Wage Per Week from 01 Sep 2016 to 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%
		R	R	R	R	R
	next four months of experience	1010.40	808.30	80.80	1091.20	873.00
	Thereafter, the wage specified in (D)(i) i.e.	1121.70	897.40	89.70	1211.40	969.10
*(E1)	Sample Machinist:	1115.30	892.20	89.20	1204.50	963.60
(E)(a)	Sewing Machinist, Operator of a Linking, Overlocking and/or Sewing Machine, Embroidery Machinist (other than embroidery machine minder):					
	(i) Qualified:	969.50	775.60	77.60	1047.10	837.70
	(ii) Learners:					
	first six months of experience	671.50	537.20	53.70	725.20	580.20
	second six months of experience	745.10	596.10	59.60	804.70	643.80
	third six months of experience	818.70	655.00	65.50	884.20	707.40
	Thereafter, the wage specified in (E)(i) i.e.	969.50	775.60	77.60	1047.10	837.70
(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:	969.50	775.60	77.60	1047.10	837.70
	(ii) Learners:					
	first six months of experience	671.50	537.20	53.70	725.20	580.20
	second six months of experience	745.10	596.10	59.60	804.70	643.80
	third six months of experience	818.70	655.00	65.50	884.20	707.40
	next four months of experience	896.60	717.30	71.70	968.30	774.60
	Thereafter, the wage specified in (E)(i) i.e.	969.50	775.60	77.60	1047.10	837.70
(F1)	Machinist promoted to Assistant Supervisor:					
	(i) Qualified:	1152.10	921.70	92.20	1244.30	995.40
	(ii) Learners:					
	first six months of experience	969.50	775.60	77.60	1047.10	837.70
	second six months of experience	1032.40	825.90	82.60	1115.00	892.00
	third six months of experience.	1093.30	874.60	87.50	1180.80	944.60
	Thereafter, the wage specified in (F1)(i) i.e	1152.10	921.70	92.20	1244.30	995.40
(F)	Asst Supervisor, other than a Machinist promoted to Asst. Supervisor; Despatch/Factory Clerk and Storeman:					
	(i) Qualified:	1152.10	921.70	92.20	1244.30	995.40
	(ii) Learners:					
	first six months of experience	671.50	537.20	53.70	725.20	580.20
	second six months of experience	791.30	633.00	63.30	854.60	683.70
	third six months of experience	911.80	729.40	72.90	984.70	787.80
	next four months of experience	1033.40	826.70	82.70	1116.10	892.90
	Thereafter, the wage specified in (F)(i) i.e.	1152.10	921.70	92.20	1244.30	995.40

**NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY
NORTHERN REGION (CLOTHING) NEW WAGE RATES NEGOTIATED BY THE PARTIES
FOR THE PERIOD 01 SEPTEMBER 2016 TO 31 AUGUST 2017**

DESCRIPTION	Wage Per Week from 01 Sep 2015 to 31 Aug 2016	New Employees on Incentivised Scheme Effective 1 September 2015 = 80%	Across the Board Increase 8%	Wage Per Week from 01 Sep 2016 to 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%
	R	R	R	R	R
(G) Other Pressers, not provided for elsewhere; Underpresser; Presser of shirts, ties, pyjamas and other nightwear, hats, caps, underwear, knitwear, aprons, overalls and blouses without lace, embroidery, tucks and handmade pleats; Machine belt-fixer; Maintenance Assistance; Layer-up; Plain Sewer; Operator of a button covering, zip tacking and/or pleating machine; an employee engaged on the Trubenizing of collars and/or Clicker and Shaper by template; General worker; Applique Cutter; Tracer and/or Marker and/or Framer; Pleater and Embroidery Machine Minder:					
(i) Qualified:	804.20	643.40	64.30	868.50	694.80
(ii) Learners:					
first six months of experience	671.50	537.20	53.70	725.20	580.20
second six months of experience	703.90	563.10	56.30	760.20	608.20
third six months of experience	737.20	589.80	59.00	796.20	637.00
next four months of experience	770.10	616.10	61.60	831.70	665.40
Thereafter, the wage specified in (G)(i) i.e.	804.20	643.40	64.30	868.50	694.80
(H1) Foreman:	2544.20	2 035.40	203.50	2747.70	2 198.20
(H2) Supervisor, Assistant Foreman, Head Cutter:	1387.50	1 110.00	111.00	1498.50	1 198.80
(H3) Artisan:	2904.20	2 323.40	232.30	3136.50	2 509.20
(H4) Labourer, Scooter Driver and/or Boiler	893.80	715.00	71.50	965.30	772.20
(H5) Watchman:	1032.70	826.20	82.60	1115.30	892.20
(H6) Driver (Light Motor Vehicle):	1017.90	814.30	81.40	1099.30	879.40
(H7) Driver (Medium Motor Vehicle):	1088.30	870.60	87.10	1175.40	940.30
Sample machinist. Any employee when called upon to perform the duties of a sample machinist, shall, while so employed be paid the wage of a sample machinist: Provided that such wage shall not be subject to the provision of clause 4 (2) (a) of this Agreement					
NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with effect from 1 September 2016, Increase the Weekly Wage for those employees by the agreed Wage Increase of 8% Across-the-Board.					

**NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY NORTHERN
REGION (MILLINERY) NEW WAGE RATES NEGOTIATED BY THE PARTIES
FOR THE PERIOD 01 SEPTEMBER 2016 TO 31 AUGUST 2017**

WAGES	GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)					
DESCRIPTION		Wage per week from 01 Sep 2015 to 31 Aug 2016	New Employees on Incentivised Scheme Effective 1 September 2015= 80%	Across the Board Increase 8%	Wage per week from 01 Sep 2016 to 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016= 80%
		R	R	R	R	R
(a)	Supervisor:	1557.80	1 246.20	124.60	1682.40	1 345.90
(b)	Milliner (Upgrade to Trimmer):					
	(i) Qualified:	1235.60	988.50	98.80	1334.40	1 067.50
	(ii) Learners:					
	first six months of experience	875.40	700.30	70.00	945.40	756.30
	second six months of experience	957.30	765.80	76.60	1033.90	827.10
	third six months of experience	1051.00	840.80	84.10	1135.10	908.10
	next four months of experience	1165.50	932.40	93.20	1258.70	1 007.00
	Thereafter, the wage specified in (b)(i) i.e.	1235.60	988.50	98.80	1334.40	1 067.50
(c)	(1) Blocker-Front (Upgrade from Assistant Blocker):					
	(i) Qualified:	1039.70	831.80	83.20	1122.90	898.30
	(ii) Learners:					
	first six months of experience	861.80	689.40	68.90	930.70	744.60
	second six months of experience	889.70	711.80	71.20	960.90	768.70
	third six months of experience	945.90	756.70	75.70	1021.60	817.30
	next four months of experience	989.80	791.80	79.20	1069.00	855.20
	Thereafter, the wage specified in (c)(1)(i)	1039.70	831.80	83.20	1122.90	898.30
	(2) Driver:	1039.70	831.80	83.20	1122.90	898.30
	Machine Operator & Chopper-Out:					
	(i) Qualified:	962.10	769.70	77.00	1039.10	831.30
	(ii) Learners:			0.00		
	first six months of experience	606.70	485.40	48.50	655.20	524.20
	second six months of experience	693.20	554.60	55.50	748.70	599.00
	third six months of experience	742.30	593.80	59.40	801.70	641.40
	next four months of experience	856.90	685.50	68.60	925.50	740.40
	Thereafter, the wage specified in (d)(i) i.e.	962.10	769.70	77.00	1039.10	831.30
(e)	Trimmer/General Worker/Labourer/Assistant Blocker:					
	(i) Qualified:	820.10	656.10	65.60	885.70	708.60
	(ii) Learners:					
	first six months of experience	606.70	485.40	48.50	655.20	524.20
	second six months of experience	664.90	531.90	53.20	718.10	574.50
	third six months of experience	714.00	571.20	57.10	771.10	616.90
	next four months of experience	768.20	614.60	61.50	829.70	663.80
	Thereafter, the wage specified in (e)(i) i.e.	820.10	656.10	65.60	885.70	708.60
(f)	Boiler Attendant & Watchman:	896.90	717.50	71.80	968.70	775.00
NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with effect from 1 September 2016, increase the Weekly Wage for those employees by the agreed Wage Increase of 8% Across-the-Board.						

**NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY
NORTHERN REGION (MILLINERY) NEW WAGE RATES NEGOTIATED BY THE PARTIES
FOR THE PERIOD 1 SEPTEMBER 2016 TO 31 AUGUST 2017**

WAGES		GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)				
		Wage per Week from 01 Sep 2015 to 31 Aug 2016	New Employees on Incentivised Scheme Effective 1 September 2015 = 80%	Across the Board Increase 8%	Wage per Week from 01 Sep 2016 to 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%
		R	R	R	R	R
(a)	Supervisor:	1561.50	1 249.20	124.90	1686.40	1 349.10
(b)	Milliner (Upgrade to Trimmer):					
	(i) Qualified	1238.80	991.00	99.10	1337.90	1 070.30
	(ii) Learners:					
	first six months of experience	877.50	702.00	70.20	947.70	758.20
	second six months of experience	959.40	767.50	76.80	1036.20	829.00
	third six months of experience	1053.40	842.70	84.30	1137.70	910.20
	next four months of experience	1168.30	934.60	93.50	1261.80	1 009.40
	Thereafter, the wage specified in (b)(i) i.e.	1238.80	991.00	99.10	1337.90	1 070.30
(c)	(1) Blocker-Front (Upgrade from Assistant Blocker):					
	(i) Qualified:	1042.20	833.80	83.40	1125.60	900.50
	(ii) Learners:					
	first six months of experience	863.80	691.00	69.10	932.90	746.30
	second six months of experience	891.70	713.40	71.30	963.00	770.40
	third six months of experience	948.10	758.50	75.80	1023.90	819.10
	next four months of experience	992.30	793.80	79.40	1071.70	857.40
	Thereafter, the wage specified in (c)(1)(i) i.e.	1042.20	833.80	83.40	1125.60	900.50
	(2) Driver:	1042.20	833.80	83.40	1125.60	900.50
	Machine Operator & Chopper-Out:					
	(i) Qualified:	964.30	771.40	77.10	1041.40	833.10
	(ii) Learners:					
	first six months of experience	608.20	486.60	48.70	656.90	525.50
	second six months of experience	694.80	555.80	55.60	750.40	600.30
	third six months of experience	744.10	595.30	59.50	803.60	642.90
	next four months of experience	858.90	687.10	68.70	927.60	742.10
	Thereafter, the wage specified in (d)(i) i.e.	964.30	771.40	77.10	1041.40	833.10
(e)	Trimmer/General Worker/Labourer/Assistant Blocker:					
	(i) Qualified:	822.00	657.60	65.80	887.80	710.20
	(ii) Learners:					
	first six months of experience	608.20	486.60	48.70	656.90	525.50
	second six months of experience	666.50	533.20	53.30	719.80	575.80
	third six months of experience	715.80	572.60	57.30	773.10	618.50
	next four months of experience	770.00	616.00	61.60	831.60	665.30
	Thereafter, the wage specified in (e)(i) i.e.	822.00	657.60	65.80	887.80	710.20
(f)	Boiler Attendant & Watchman:	899.30	719.40	71.90	971.20	777.00
NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with effect from 1 September 2016, increase the Weekly Wage for those employees by the agreed Wage Increase of 8% Across-the-Board.						