



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/01/2017

Telephone Enquiries : Labour Affairs Department

1 September 2017

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 industry will recall that the Parties to the National Bargaining Council concluded a two year Collective Agreement in 2016. This circular, therefore, outlines the total labour cost increase for 2017/2018 which is in line with the two-year agreement concluded last year.

The Amending Agreement which reflects the new conditions 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 2016-2018 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 **7.6%**, for each of the job categories prescribed for these areas with effect from **1 September 2017**, rounded to the nearest 50 cents. (The increase shall be back dated to **1 September 2017** and back pay will be due). The new wage schedules incorporating the new wage rates after the 2017/2018 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 **R10.67 to R11.48** per week. These now are:

Employee : R3,48
Employer : R11.48

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 **R22.99 to R24.74** per week. These now are:

Employee : R11,03
Employer: R24.74

2.3 Provident Fund

The employer contribution rate to the Provident Fund remains unaltered for the period 1 September 2017 to 31 July 2018 and employee contribution rate remains unaltered for the period 2017/2018 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 August 2018**.

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 **R2.64** per week deducted from each employee's wage and the Bargaining Council Levy payable by the employer shall be **R2.85**.

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 **7.6%**:

Category	Old Rate (p.w. per employee) 2016/17	New Rate (p.w. per employee) 2017/18
Industry Protection Fund	18c	19c
SACTWU HIV/AIDS Project	57c	61c
SACTWU Bursary Fund	38c	41c

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 **R9.13** per week and a *new maximum* of **R16.73** per week, effective 1 September 2017 together with the funeral scheme contribution of R1.80 per week which remains unchanged, bringing the *total new minimum* to **R10.93** per week (i.e. the R9.13 plus the R1.80) and the *total new maximum* to **R18.53** per week (i.e. the R16.73 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 **R9.13** per week and the maximum of **R16.73** 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 is and **R4.25** per employee per month for employers who employ more than 61 and more employees.

5. **FAMILY RESPONSIBILITY LEAVE**

All employers must grant an employee, during each Annual leave cycle three (3) days paid Family responsibility leave, effective 1 September 2017.

6. **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 2017, 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.

This means that for employees **employed before 1 September 2016**

- Wages must be increased to 90% of the Gazetted wage rate as of 1 September 2017.
- Until year 3 the incentive scheme will still operate as agreed in the Plant Level agreement just with a new floor/ minimum earning level.
- In year 3 i.e. 1 September 2018, all employees are to move up to 100% of the Gazetted wage.

Employees employed after 1 September 2016

- Wages will be calculated at 80% in year one
- On their anniversary date i.e. year two the wage will be calculated at 90%
- Then in year 3 on their anniversary date the wage will be calculated at 100%

7. **INTEREST CHARGED ON LATE AND NON-PAYMENT OF LEVIES AND CONTRIBUTIONS**

Should any amount due in terms of subclause (1) not be received by the Regional Chamber by the 7th day after the date on which it is payable, the employer shall pay weekly interest on such amount or such lesser amounts as remain unpaid, calculated at the ruling prime overdraft rate plus 2% per annum.

8. **SCHEDULE OF DEDUCTIONS**

A revised schedule of weekly deductions and contributions is enclosed.

9. **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.

10. **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


EDGAR TAMBOER
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 2017 TO 31 AUG 2018

COUNCIL LEVIES	PROVIDENT FUND		INDUSTRY PROTECTION FUND	SACTWU SUBS. (for Union members ONLY)	SACTWU HIV/AIDS PROJECT	EMPLOYER AGENCY SHOP FEE
	Employee	Employer				
Employee: R2.64 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 R10.93 per week and a maximum of R18.53 per week	61 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: R2.85 per week	Payable to: Clothing Industry (Northern Chamber) Provident Fund.	Bank : Standard Bank Johannesburg Branch Account No: 000038628 Branch Code: 00020500.	19 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 R9.13 per week and a maximum of R16.73 per week	SACTWU BURSARY FUND 41 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	R24.74 per week	R3,48 per week	R11.48 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 2017 TO 31 AUGUST 2018**

WAGES		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)				
DESCRIPTION		Wage per week from 01 Sep 2016 to 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%	Across the Board Increase 7.6%	Wage per week from 01 Sep 2017 to 31 Aug 2018	New Employees on Incentivised Scheme Effective 1 September 2017 = 80%
		R	R	R	R	R
(A)	Pattern Maker and/or Grader:					
	(i) Qualified:	2004.70	1603.80	152.40	2157.10	1725.70
	(ii) Learners:					
	first six months of experience	722.00	577.60	54.90	776.90	621.50
	second six months of experience	934.40	747.50	71.00	1005.40	804.30
	third six months of experience	1150.00	920.00	87.40	1237.40	989.90
	fourth six months of experience	1346.10	1076.90	102.30	1448.40	1158.70
	fifth six months of experience	1579.70	1263.80	120.10	1699.80	1359.80
	next four months of experience	1794.20	1435.40	136.40	1930.60	1544.50
	Thereafter, the wage specified in (A)(i) i.e.	2004.70	1603.80	152.40	2157.10	1725.70
(B)	Marker-In:					
	(i) Qualified:	1664.40	1331.50	126.50	1790.90	1432.70
	(ii) Learners:					
	first six months of experience	722.00	577.60	54.90	776.90	621.50
	second six months of experience	877.70	702.20	66.70	944.40	755.50
	third six months of experience	1035.40	828.30	78.70	1114.10	891.30
	fourth six months of experience	1192.60	954.10	90.60	1283.20	1026.60
	fifth six months of experience	1350.00	1080.00	102.60	1452.60	1162.10
	next four months of experience	1507.70	1206.20	114.60	1622.30	1297.80
	Thereafter, the wage specified in (B)(i) i.e.	1664.40	1331.50	126.50	1790.90	1432.70
(C)	Mechanic:					
	(i) Qualified:	1623.30	1298.60	123.40	1746.70	1397.40
	(ii) Learners:					
	first six months of experience	722.00	577.60	54.90	776.90	621.50
	second six months of experience	820.70	656.60	62.40	883.10	706.50
	third six months of experience	921.10	736.90	70.00	991.10	792.90
	fourth six months of experience	1021.60	817.30	77.60	1099.20	879.40
	fifth six months of experience	1122.30	897.80	85.30	1207.60	966.10
	sixth six months of experience	1221.70	977.40	92.80	1314.50	1051.60
	seventh six months of experience	1322.90	1058.30	100.50	1423.40	1138.70
	eighth six months of experience	1423.00	1138.40	108.10	1531.10	1224.90
	next four months of experience	1523.60	1218.90	115.80	1639.40	1311.50
	Thereafter, the wage specified in (C)(i) i.e.	1623.30	1298.60	123.40	1746.70	1397.40
(D)	Chopper Out, Cutter and/or Re-Cutter, Negative Maker, Screen Maker (Engraver), Screen Printer, Sample Cutter:					
	(i) Qualified:	1205.60	964.50	91.60	1297.20	1037.80
	(ii) Learners:					
	first six months of experience	722.00	577.60	54.90	776.90	621.50
	second six months of experience	841.90	673.50	64.00	905.90	724.70
	third six months of experience	963.70	771.00	73.20	1036.90	829.50

**NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY
NORTHERN REGION (CLOTHING) NEW WAGE RATES NEGOTIATED BY THE PARTIES
FOR THE PERIOD 01 SEPTEMBER 2017 TO 31 AUGUST 2018**

DESCRIPTION		Wage per week from 01 Sep 2016 to 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%	Across the Board Increase 7.6%	Wage per week from 01 Sep 2017 to 31 Aug 2018	New Employees on Incentivised Scheme Effective 1 September 2017 = 80%
		R	R	R	R	R
	next four months of experience	1086.20	869.00	82.60	1168.80	935.00
	Thereafter, the wage specified in (D)(i) i.e.	1205.60	964.50	91.60	1297.20	1037.80
*(E1)	Sample Machinist:	1198.90	959.10	91.10	1290.00	1032.00
(E)(a)	Sewing Machinist, Operator of a Linking, Overlocking and/or Sewing Machine, Embroidery Machinist (other than embroidery machine minder)					
	(i) Qualified:	1042.20	833.80	79.20	1121.40	897.10
	(ii) Learners:					
	first six months of experience	722.00	577.60	54.90	776.90	621.50
	second six months of experience	800.90	640.70	60.90	861.80	689.40
	third six months of experience	879.90	703.90	66.90	946.80	757.40
	Thereafter, the wage specified in (E)(i) i.e.	1042.20	833.80	79.20	1121.40	897.10
(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:	1042.20	833.80	79.20	1121.40	897.10
	(ii) Learners:					
	first six months of experience	722.00	577.60	54.90	776.90	621.50
	second six months of experience	800.90	640.70	60.90	861.80	689.40
	third six months of experience	879.90	703.90	66.90	946.80	757.40
	next four months of experience	963.90	771.10	73.30	1037.20	829.80
	Thereafter, the wage specified in (E)(i) i.e.	1042.20	833.80	79.20	1121.40	897.10
(F1)	Machinist promoted to Assistant Supervisor:					
	(i) Qualified:	1238.50	990.80	94.10	1332.60	1066.10
	(ii) Learners:					
	first six months of experience	1042.20	833.80	79.20	1121.40	897.10
	second six months of experience	1109.90	887.90	84.40	1194.30	955.40
	third six months of experience.	1175.30	940.20	89.30	1264.60	1011.70
	Thereafter, the wage specified in (F1)(i) i.e	1238.50	990.80	94.10	1332.60	1066.10
(F)	Asst Supervisor, other than a Machinist promoted to Asst. Supervisor; Despatch/Factory Clerk and Storeman:					
	(i) Qualified:	1238.50	990.80	94.10	1332.60	1066.10
	(ii) Learners:					
	first six months of experience	722.00	577.60	54.90	776.90	621.50
	second six months of experience	850.70	680.60	64.70	915.40	732.30
	third six months of experience	980.20	784.20	74.50	1054.70	843.80
	next four months of experience	1110.80	888.60	84.40	1195.20	956.20
	Thereafter, the wage specified in (F)(i) i.e.	1238.50	990.80	94.10	1332.60	1066.10

**NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY
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FOR THE PERIOD 01 SEPTEMBER 2017 TO 31 AUGUST 2018**

DESCRIPTION		Wage per week from 01 Sep 2016 to 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%	Across the Board Increase 7.6%	Wage per week from 01 Sep 2017 to 31 Aug 2018	New Employees on Incentivised Scheme Effective 1 September 2017 = 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:	864.60	691.70	65.70	930.30	744.20
	(ii) Learners:					
	first six months of experience	722.00	577.60	54.90	776.90	621.50
	second six months of experience	756.90	605.50	57.50	814.40	651.50
	third six months of experience	792.30	633.80	60.20	852.50	682.00
	next four months of experience	827.90	662.30	62.90	890.80	712.60
	Thereafter, the wage specified in (G)(i) i.e.	864.60	691.70	65.70	930.30	744.20
(H1)	Foreman:	2734.90	2187.90	207.90	2942.80	2354.20
(H2)	Supervisor, Assistant Foreman, Head Cutter:	1491.60	1193.30	113.40	1605.00	1284.00
(H3)	Artisan:	3122.20	2497.80	237.30	3359.50	2687.60
(H4)	Labourer, Scooter Driver and/or Boiler	960.80	768.60	73.00	1033.80	827.00
(H5)	Watchman:	1110.10	888.10	84.40	1194.50	955.60
(H6)	Driver (Light Motor Vehicle):	1094.30	875.40	83.20	1177.50	942.00
(H7)	Driver (Medium Motor Vehicle):	1170.20	936.20	88.90	1259.10	1007.30
	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 2017, increase the Weekly Wage for those employees by the agreed Wage Increase of 7.6% Across-the-Board.						

**NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY
NORTHERN REGION (CLOTHING) NEW WAGE RATES NEGOTIATED BY THE PARTIES
FOR THE PERIOD 01 SEPTEMBER 2017 TO 31 AUGUST 2018**

WAGES	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)					
DESCRIPTION		Wage Per Week from 01 Sep 2016 to 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%	Across the Board Increase 7.6%	Wage Per Week from 01 Sep 2017 to 31 Aug 2018	New Employees on Incentivised Scheme Effective 1 September 2017 = 80%
		R	R	R	R	R
(A)	Pattern Maker and/or Grader:					
	(i) Qualified:	2014.00	1,611.20	153.10	2167.10	1,733.70
	(ii) Learners:					
	first six months of experience	725.20	580.20	55.10	780.30	624.20
	second six months of experience	938.80	751.00	71.30	1010.10	808.10
	third six months of experience	1155.40	924.30	87.80	1243.20	994.60
	fourth six months of experience	1352.30	1,081.80	102.80	1455.10	1,164.10
	fifth six months of experience	1587.30	1,269.80	120.60	1707.90	1,366.30
	next four months of experience	1802.50	1,442.00	137.00	1939.50	1,551.60
	Thereafter, the wage specified in (A)(i) i.e.	2014.00	1,611.20	153.10	2167.10	1,733.70
(B)	Marker-In:					
	(i) Qualified:	1672.30	1,337.80	127.10	1799.40	1,439.50
	(ii) Learners:					
	first six months of experience	725.20	580.20	55.10	780.30	624.20
	second six months of experience	881.90	705.50	67.00	948.90	759.10
	third six months of experience	1040.30	832.20	79.10	1119.40	895.50
	fourth six months of experience	1198.30	958.60	91.10	1289.40	1,031.50
	fifth six months of experience	1356.50	1,085.20	103.10	1459.60	1,167.70
	next four months of experience	1514.60	1,211.70	115.10	1629.70	1,303.80
	Thereafter, the wage specified in (B)(i) i.e.	1672.30	1,337.80	127.10	1799.40	1,439.50
(C)	Mechanic:					
	(i) Qualified:	1631.00	1,304.80	124.00	1755.00	1,404.00
	(ii) Learners:					
	first six months of experience	725.20	580.20	55.10	780.30	624.20
	second six months of experience	824.40	659.50	62.70	887.10	709.70
	third six months of experience	925.50	740.40	70.30	995.80	796.60
	fourth six months of experience	1026.30	821.00	78.00	1104.30	883.40
	fifth six months of experience	1127.60	902.10	85.70	1213.30	970.60
	sixth six months of experience	1227.40	981.90	93.30	1320.70	1,056.60
	seventh six months of experience	1329.00	1,063.20	101.00	1430.00	1,144.00
	eighth six months of experience	1429.80	1,143.80	108.70	1538.50	1,230.80
	next four months of experience	1530.90	1,224.70	116.30	1647.20	1,317.80
	Thereafter, the wage specified in (C)(i) i.e.	1631.00	1,304.80	124.00	1755.00	1,404.00
(D)	Chopper Out, Cutter and/or Re-Cutter, Negative Maker, Screen Maker (Engraver), Screen Printer, Sample Cutter:					
	(i) Qualified:	1211.40	969.10	92.10	1303.50	1,042.80
	(ii) Learners:					
	first six months of experience	725.20	580.20	55.10	780.30	624.20
	second six months of experience	846.00	676.80	64.30	910.30	728.20
	third six months of experience	968.20	774.60	73.60	1041.80	833.40

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FOR THE PERIOD 01 SEPTEMBER 2017 TO 31 AUGUST 2018**

DESCRIPTION		Wage Per Week from 01 Sep 2016 to 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%	Across the Board Increase 7.6%	Wage Per Week from 01 Sep 2017 to 31 Aug 2018	New Employees on Incentivised Scheme Effective 1 September 2017 = 80%
		R	R	R	R	R
	next four months of experience	1091.20	873.00	82.90	1174.10	939.30
	Thereafter, the wage specified in (D)(i) i.e.	1211.40	969.10	92.10	1303.50	1,042.80
*(E1)	Sample Machinist:	1204.50	963.60	91.50	1296.00	1,036.80
(E)(a)	Sewing Machinist, Operator of a Linking, Overlocking and/or Sewing Machine, Embroidery Machinist (other than embroidery machine minder):					
	(i) Qualified:	1047.10	837.70	79.60	1126.70	901.40
	(ii) Learners:					
	first six months of experience	725.20	580.20	55.10	780.30	624.20
	second six months of experience	804.70	643.80	61.20	865.90	692.70
	third six months of experience	884.20	707.40	67.20	951.40	761.10
	Thereafter, the wage specified in (E)(i) i.e.	1047.10	837.70	79.60	1126.70	901.40
(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:	1047.10	837.70	79.60	1126.70	901.40
	(ii) Learners:					
	first six months of experience	725.20	580.20	55.10	780.30	624.20
	second six months of experience	804.70	643.80	61.20	865.90	692.70
	third six months of experience	884.20	707.40	67.20	951.40	761.10
	next four months of experience	968.30	774.60	73.60	1041.90	833.50
	Thereafter, the wage specified in (E)(i) i.e.	1047.10	837.70	79.60	1126.70	901.40
(F1)	Machinist promoted to Assistant Supervisor:					
	(i) Qualified:	1244.30	995.40	94.60	1338.90	1,071.10
	(ii) Learners:					
	first six months of experience	1047.10	837.70	79.60	1126.70	901.40
	second six months of experience	1115.00	892.00	84.70	1199.70	959.80
	third six months of experience.	1180.80	944.60	89.70	1270.50	1,016.40
	Thereafter, the wage specified in (F1)(i) i.e.	1244.30	995.40	94.60	1338.90	1,071.10
(F)	Asst Supervisor, other than a Machinist promoted to Asst. Supervisor; Despatch/Factory Clerk and Storeman:					
	(i) Qualified:	1244.30	995.40	94.60	1338.90	1,071.10
	(ii) Learners:					
	first six months of experience	725.20	580.20	55.10	780.30	624.20
	second six months of experience	854.60	683.70	64.90	919.50	735.60
	third six months of experience	984.70	787.80	74.80	1059.50	847.60
	next four months of experience	1116.10	892.90	84.80	1200.90	960.70

**NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY
NORTHERN REGION (CLOTHING) NEW WAGE RATES NEGOTIATED BY THE PARTIES
FOR THE PERIOD 01 SEPTEMBER 2017 TO 31 AUGUST 2018**

DESCRIPTION		Wage Per Week from 01 Sep 2016 to 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%	Across the Board Increase 7.6%	Wage Per Week from 01 Sep 2017 to 31 Aug 2018	New Employees on Incentivised Scheme Effective 1 September 2017 = 80%
		R	R	R	R	R
	Thereafter, the wage specified in (F)(i) i.e.	1244.30	995.40	94.60	1338.90	1,071.10
(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:	868.50	694.80	66.00	934.50	747.60
	(ii) Learners:					
	first six months of experience	725.20	580.20	55.10	780.30	624.20
	second six months of experience	760.20	608.20	57.80	818.00	654.40
	third six months of experience	796.20	637.00	60.50	856.70	685.40
	next four months of experience	831.70	665.40	63.20	894.90	715.90
	Thereafter, the wage specified in (G)(i) i.e.	868.50	694.80	66.00	934.50	747.60
(H1)	Foreman:	2747.70	2,198.20	208.80	2956.50	2,365.20
(H2)	Supervisor, Assistant Foreman, Head Cutter:	1498.50	1,198.80	113.90	1612.40	1,289.90
(H3)	Artisan:	3136.50	2,509.20	238.40	3374.90	2,699.90
(H4)	Labourer, Scooter Driver and/or Boiler	965.30	772.20	73.40	1038.70	831.00
(H5)	Watchman:	1115.30	892.20	84.80	1200.10	960.10
(H6)	Driver (Light Motor Vehicle):	1099.30	879.40	83.50	1182.80	946.20
(H7)	Driver (Medium Motor Vehicle):	1175.40	940.30	89.30	1264.70	1,011.80
	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 2017, increase the Weekly Wage for those employees by the agreed Wage Increase of 7.6% 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 2017 TO 31 AUGUST 2018**

WAGES		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)				
DESCRIPTION		Wage per week from 01 Sep 2016 to 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016= 80%	Across the Board Increase 7.6%	Wage per week from 01 Sep 2017 to 31 Aug 2018	New Employees on Incentivised Scheme Effective 1 September 2017= 80%
		R	R	R	R	R
(a)	Supervisor:	1682.40	1,345.90	127.90	1810.30	1,448.20
(b)	Milliner (Upgrade to Trimmer):					
	(i) Qualified	1334.40	1,067.50	101.40	1435.80	1,148.60
	(ii) Learners:					
	first six months of experience	945.40	756.30	71.90	1017.30	813.80
	second six months of experience	1033.90	827.10	78.60	1112.50	890.00
	third six months of experience	1135.10	908.10	86.30	1221.40	977.10
	next four months of experience	1258.70	1,007.00	95.70	1354.40	1,083.50
	Thereafter, the wage specified in (b)(i) i.e.	1334.40	1,067.50	101.40	1435.80	1,148.60
(c)	(1) Blocker-Front (Upgrade from Assistant Blocker):					
	(i) Qualified:	1122.90	898.30	85.30	1208.20	966.60
	(ii) Learners:					
	first six months of experience	930.70	744.60	70.70	1001.40	801.10
	second six months of experience	960.90	768.70	73.00	1033.90	827.10
	third six months of experience	1021.60	817.30	77.60	1099.20	879.40
	next four months of experience	1069.00	855.20	81.20	1150.20	920.20
	Thereafter, the wage specified in (c)(1)(i)	1122.90	898.30	85.30	1208.20	966.60
	(2) Driver:	1122.90	898.30	85.30	1208.20	966.60
	Machine Operator & Chopper-Out:					
	(i) Qualified:	1039.10	831.30	79.00	1118.10	894.50
	(ii) Learners:					
	first six months of experience	655.20	524.20	49.80	705.00	564.00
	second six months of experience	748.70	599.00	56.90	805.60	644.50
	third six months of experience	801.70	641.40	60.90	862.60	690.10
	next four months of experience	925.50	740.40	70.30	995.80	796.60
	Thereafter, the wage specified in (d)(i) i.e.	1039.10	831.30	79.00	1118.10	894.50
(e)	Trimmer/General Worker/Labourer/Assistant Blocker:					
	(i) Qualified:	885.70	708.60	67.30	953.00	762.40
	(ii) Learners:					
	first six months of experience	655.20	524.20	49.80	705.00	564.00
	second six months of experience	718.10	574.50	54.60	772.70	618.20
	third six months of experience	771.10	616.90	58.60	829.70	663.80
	next four months of experience	829.70	663.80	63.10	892.80	714.20
	Thereafter, the wage specified in (e)(i) i.e.	885.70	708.60	67.30	953.00	762.40
(f)	Boiler Attendant & Watchman:	968.70	775.00	73.60	1042.30	833.80

NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with effect from 1 September 2017, increase the Weekly Wage for those employees by the agreed Wage Increase of 7.6% 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 2017 TO 31 AUGUST 2018**

WAGES		GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)				
		Wage per Week from 01 Sep 2016 to 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%	Across the Board Increase 7.6%	Wage per Week from 01 Sep 2017 to 31 Aug 2018	New Employees on Incentivised Scheme Effective 1 September 2017 = 80%
		R	R	R	R	R
(a)	Supervisor:	1686.40	1,349.10	128.20	1814.60	1,451.70
(b)	Milliner (Upgrade to Trimmer):					
	(i) Qualified	1337.90	1,070.30	101.70	1439.60	1,151.70
	(ii) Learners:					
	first six months of experience	947.70	758.20	72.00	1019.70	815.80
	second six months of experience	1036.20	829.00	78.80	1115.00	892.00
	third six months of experience	1137.70	910.20	86.50	1224.20	979.40
	next four months of experience	1261.80	1,009.40	95.90	1357.70	1,086.20
	Thereafter, the wage specified in (b)(i) i.e.	1337.90	1,070.30	101.70	1439.60	1,151.70
(c)	(1) Blocker-Front (Upgrade from Assistant Blocker):					
	(i) Qualified:	1125.60	900.50	85.50	1211.10	968.90
	(ii) Learners:					
	first six months of experience	932.90	746.30	70.90	1003.80	803.00
	second six months of experience	963.00	770.40	73.20	1036.20	829.00
	third six months of experience	1023.90	819.10	77.80	1101.70	881.40
	next four months of experience	1071.70	857.40	81.40	1153.10	922.50
	Thereafter, the wage specified in (c)(1)(i) i.e.	1125.60	900.50	85.50	1211.10	968.90
	(2) Driver:	1125.60	900.50	85.50	1211.10	968.90
	Machine Operator & Chopper-Out:					
	(i) Qualified:	1041.40	833.10	79.10	1120.50	896.40
	(ii) Learners:					
	first six months of experience	656.90	525.50	49.90	706.80	565.40
	second six months of experience	750.40	600.30	57.00	807.40	645.90
	third six months of experience	803.60	642.90	61.10	864.70	691.80
	next four months of experience	927.60	742.10	70.50	998.10	798.50
	Thereafter, the wage specified in (d)(i) i.e.	1041.40	833.10	79.10	1120.50	896.40
(e)	Trimmer/General Worker/Labourer/Assistant Blocker:					
	(i) Qualified:	887.80	710.20	67.50	955.30	764.20
	(ii) Learners:					
	first six months of experience	656.90	525.50	49.90	706.80	565.40
	second six months of experience	719.80	575.80	54.70	774.50	619.60
	third six months of experience	773.10	618.50	58.80	831.90	665.50
	next four months of experience	831.60	665.30	63.20	894.80	715.80
	Thereafter, the wage specified in (e)(i) i.e.	887.80	710.20	67.50	955.30	764.20
(f)	Boiler Attendant & Watchman:	971.20	777.00	73.80	1045.00	836.00

NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with effect from 1 September 2017, increase the Weekly Wage for those employees by the agreed Wage Increase of 7.6% Across-the-Board.