



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/02/2017

Telephone Enquiries : Labour Affairs Department

1 September 2017

TO : ALL EMPLOYERS SUBJECT TO PART E OF THE COUNCIL'S NATIONAL MAIN COLLECTIVE AGREEMENT (NORTHERN REGION (KNITTING) 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 2017 ROUND OF NEGOTIATIONS METRO AREAS ONLY

(i.e. those Garment Knitting establishments situated within the Municipal Area of Pretoria and the Magisterial Districts of Alberton, Benoni, Germiston, Johannesburg and Roodepoort)

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 Free State/Northern Cape Region (Parts E 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 R3,07 per week, whilst the employer contribution rate increases from **R6.67 to R7.18** per week. These now are:

Employee :	R3.07
Employer :	R7.18

2.2 Medical Benefit Society

The employee contribution rate to the Medical Benefit Society remains unaltered at R8,91 per week, whilst the employer contribution rate increases from **R21.35 to R22.97** per week. These now are:

Member	Employee	:	R8.91
	Employer	:	R22.97
Spouse	Employee	:	R8.91
	Employer	:	R22.97

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	56c	60c
SACTWU Bursary Fund	37c	40c

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 the Employers' Association and remains unaltered for employers who employ 60 or less employees is **R250.00** per month and it is **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



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INFORMATION SCHEDULE

KNITTING SECTOR

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 & CONTRIBUTIONS - EFFECTIVE FROM 1 SEPTEMBER 2017 TO 31 AUGUST 2018

COUNCIL LEVIES	PROVIDENT FUND		INDUSTRY PROTECTION FUND	SACTWU SUBS. <i>(for Union members ONLY)</i>	SACTWU HIV/AIDS PROJECT	EMPLOYER AGENCY SHOP FEE
	Employee	Employer				
Employee: R2.64 per week	5,75% of each individual contributor's basic weekly wage, calculated to the nearest cent.	7% of each individual contributor's basic weekly 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	60 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 per Employee	UNION AGENCY FEE <i>(i.r.o. NON-Union members)</i> 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 40 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
R8.91 per week	R22.97 per week	R3.07 per week	R7.18 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 (KNITTING) 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
(i)	Foreman:	2079.60	1,663.70	158.00	2237.60	1,790.10
(ii)	Dyer: (See (iv) below)					
(iii)	Storeman:					
	(i) Qualified:	2001.80	1,601.40	152.10	2153.90	1,723.10
	(ii) Learners:					
	first six months of experience	722.70	578.20	54.90	777.60	622.10
	second six months of experience	1042.50	834.00	79.20	1121.70	897.40
	third six months of experience	1362.20	1,089.80	103.50	1465.70	1,172.60
	next four months of experience	1682.10	1,345.70	127.80	1809.90	1,447.90
	Thereafter, the wage specified in (iii)(i) i.e.	2001.80	1,601.40	152.10	2153.90	1,723.10
(iv)	Mechanic/Dyer:					
	(i) Qualified:	2079.60	1,663.70	158.00	2237.60	1,790.10
	(ii) Learners:					
	first six months of experience	722.70	578.20	54.90	777.60	622.10
	second six months of experience	858.30	686.60	65.20	923.50	738.80
	third six months of experience	994.00	795.20	75.50	1069.50	855.60
	fourth six months of experience	1129.80	903.80	85.90	1215.70	972.60
	fifth six months of experience	1265.40	1,012.30	96.20	1361.60	1,089.30
	sixth six months of experience	1400.90	1,120.70	106.50	1507.40	1,205.90
	seventh six months of experience	1536.70	1,229.40	116.80	1653.50	1,322.80
	eighth six months of experience	1672.40	1,337.90	127.10	1799.50	1,439.60
	ninth six months of experience	1807.80	1,446.20	137.40	1945.20	1,556.20
	next four months of experience	1944.20	1,555.40	147.80	2092.00	1,673.60
	Thereafter, the wage specified in (iv)(i) i.e.	2079.60	1,663.70	158.00	2237.60	1,790.10
(v)	Mechanic's Assistant:					
	(i) Qualified:	1361.80	1,089.40	103.50	1465.30	1,172.20
	(ii) Learners:					
	first six months of experience	722.70	578.20	54.90	777.60	622.10
	second six months of experience	785.90	628.70	59.70	845.60	676.50
	third six months of experience	835.60	668.50	63.50	899.10	719.30
	fourth six months of experience	914.00	731.20	69.50	983.50	786.80
	fifth six months of experience	978.30	782.60	74.40	1052.70	842.20
	sixth six months of experience	1042.60	834.10	79.20	1121.80	897.40
	seventh six months of experience	1106.00	884.80	84.10	1190.10	952.10
	eighth six months of experience	1170.40	936.30	89.00	1259.40	1,007.50
	ninth six months of experience	1233.90	987.10	93.80	1327.70	1,062.20
	next four months of experience	1298.20	1,038.60	98.70	1396.90	1,117.50
	Thereafter, the wage specified in (v)(i) i.e.	1361.80	1,089.40	103.50	1465.30	1,172.20

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		R	R	R	R	R
(vi)	Supervisor:	1439.90	1,151.90	109.40	1549.30	1,239.40
(vii)	Final Examiner of fully-fashioned garments:	1336.80	1,069.40	101.60	1438.40	1,150.70
(viii)	Factory Clerk, Despatch Clerk, Stores Clerk:					
	(i) Qualified	1309.10	1,047.30	99.50	1408.60	1,126.90
	(ii) Learners:					
	first six months of experience	722.70	578.20	54.90	777.60	622.10
	second six months of experience	869.10	695.30	66.10	935.20	748.20
	third six months of experience	1015.70	812.60	77.20	1092.90	874.30
	next four months of experience	1162.60	930.10	88.40	1251.00	1,000.80
	Thereafter, the wage specified in (viii)(i) i.e.	1309.10	1,047.30	99.50	1408.60	1,126.90
(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:	1309.10	1,047.30	99.50	1408.60	1,126.90
	(ii) Learners:					
	first six months of experience	722.70	578.20	54.90	777.60	622.10
	second six months of experience	820.20	656.20	62.30	882.50	706.00
	third six months of experience	917.70	734.20	69.70	987.40	789.90
	fourth six months of experience	1015.70	812.60	77.20	1092.90	874.30
	fifth six months of experience	1113.40	890.70	84.60	1198.00	958.40
	next four months of experience	1211.30	969.00	92.10	1303.40	1,042.70
	Thereafter, the wage specified in (ix)(i) i.e.	1309.10	1,047.30	99.50	1408.60	1,126.90
(x) (a)	Loader of magazine or comb, Linker, Overlocker other than an overlocker of seconds in socks, Mender and Plain Sewer:					
	(i) Qualified:	1142.20	913.80	86.80	1229.00	983.20
	(ii) Learners:					
	first six months of experience	722.70	578.20	54.90	777.60	622.10
	second six months of experience	827.10	661.70	62.90	890.00	712.00
	third six months of experience	932.10	745.70	70.80	1002.90	802.30
	next four months of experience	1037.40	829.90	78.80	1116.20	893.00
	Thereafter, the wage specified in (x)(i) i.e.	1142.20	913.80	86.80	1229.00	983.20
(x) (b)	Sewing Machinist including a button, buttonhole and hemming machinist:					
	(i) Qualified:	1142.20	913.80	86.80	1229.00	983.20
	(ii) Learners:					
	first six months of experience	722.70	578.20	54.90	777.60	622.10
	second six months of experience	827.10	661.70	62.90	890.00	712.00

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				R	R	R	R	R
			third six months of experience	932.10	745.70	70.80	1002.90	802.30

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		R	R	R	R	R
	Thereafter, the wage specified in (x)(i) i.e.	1142.20	913.80	86.80	1229.00	983.20
(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	1092.00	873.60	83.00	1175.00	940.00
	(b) exceeds 453,5 kg but not 2 721 kg	1289.30	1,031.40	98.00	1387.30	1,109.80
	(c) exceeds 2 721 kg but not 4 535 kg	1372.90	1,098.30	104.30	1477.20	1,181.80
	(d) exceeds 4 535 kg	1490.00	1,192.00	113.20	1603.20	1,282.60
(xii)	Security Officer:	1668.00	1,334.40	126.80	1794.80	1,435.80
(xiii)	Watchman:	1286.90	1,029.50	97.80	1384.70	1,107.80
(xiv)	Employee not elsewhere specified:					
	(i) Qualified:	1340.10	1,072.10	101.80	1441.90	1,153.50
	(ii) Learners:					
	first six months of experience	722.70	578.20	54.90	777.60	622.10
	second six months of experience	876.70	701.40	66.60	943.30	754.60
	third six months of experience	1031.30	825.00	78.40	1109.70	887.80
	next four months of experience	1185.40	948.30	90.10	1275.50	1,020.40
	Thereafter, the wage specified in (xiv)(i)	1340.10	1,072.10	101.80	1441.90	1,153.50
(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 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:	1090.70	872.60	82.90	1173.60	938.90

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		R	R	R	R	R
(xvi)	General Worker/Traveller's Assistant, Cloakroom Supervisor and/or Attendant, Teamaker employed after 30-06-1987:	938.80	751.00	71.30	1010.10	808.10
(xvii)	All employees classified in (xv) and who were employed after 30-06-1987, other than general worker, traveller's assistant, cloakroom supervisor and/or attendant and teamaker:					
	(i) Qualified:	938.80	751.00	71.30	1010.10	808.10
	(ii) Learners:					
	first six months of experience	722.70	578.20	54.90	777.60	622.10
	second six months of experience	794.30	635.40	60.40	854.70	683.80
	third six months of experience	867.10	693.70	65.90	933.00	746.40
	Thereafter, the wage specified in (xvii) (i)	938.80	751.00	71.30	1010.10	808.10
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.						

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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
(i)	Foreman:	2089.30	1,671.40	158.80	2248.10	1,798.50
(ii)	Dyer: (See (iv) below)					
(iii)	Storeman:					
	(i) Qualified:	2011.10	1,608.90	152.80	2163.90	1,731.10
	(ii) Learners:					
	first six months of experience	726.10	580.90	55.20	781.30	625.00
	second six months of experience	1047.30	837.80	79.60	1126.90	901.50
	third six months of experience	1368.60	1,094.90	104.00	1472.60	1,178.10
	next four months of experience	1689.80	1,351.80	128.40	1818.20	1,454.60
	Thereafter, the wage specified in (iii)(i) i.e.	2011.10	1,608.90	152.80	2163.90	1,731.10
(iv)	Mechanic/Dyer:					
	(i) Qualified:	2089.30	1,671.40	158.80	2248.10	1,798.50
	(ii) Learners:					
	first six months of experience	726.10	580.90	55.20	781.30	625.00
	second six months of experience	862.20	689.80	65.50	927.70	742.20
	third six months of experience	998.60	798.90	75.90	1074.50	859.60
	fourth six months of experience	1134.90	907.90	86.30	1221.20	977.00
	fifth six months of experience	1271.40	1,017.10	96.60	1368.00	1,094.40
	sixth six months of experience	1407.50	1,126.00	107.00	1514.50	1,211.60
	seventh six months of experience	1544.00	1,235.20	117.30	1661.30	1,329.00
	eighth six months of experience	1680.30	1,344.20	127.70	1808.00	1,446.40
	ninth six months of experience	1816.10	1,452.90	138.00	1954.10	1,563.30
	next four months of experience	1953.30	1,562.60	148.50	2101.80	1,681.40
	Thereafter, the wage specified in (iv)(i) i.e.	2089.30	1,671.40	158.80	2248.10	1,798.50
(v)	Mechanic's Assistant:					
	(i) Qualified:	1368.00	1,094.40	104.00	1472.00	1,177.60
	(ii) Learners:					
	first six months of experience	726.10	580.90	55.20	781.30	625.00
	second six months of experience	789.40	631.50	60.00	849.40	679.50
	third six months of experience	854.60	683.70	64.90	919.50	735.60
	fourth six months of experience	918.20	734.60	69.80	988.00	790.40
	fifth six months of experience	982.90	786.30	74.70	1057.60	846.10
	sixth six months of experience	1047.40	837.90	79.60	1127.00	901.60
	seventh six months of experience	1111.30	889.00	84.50	1195.80	956.60
	eighth six months of experience	1175.50	940.40	89.30	1264.80	1,011.80
	ninth six months of experience	1239.60	991.70	94.20	1333.80	1,067.00
	next four months of experience	1304.10	1,043.30	99.10	1403.20	1,122.60
	Thereafter, the wage specified in (v)(i) i.e.	1368.00	1,094.40	104.00	1472.00	1,177.60
(vi)	Supervisor:	1446.70	1,157.40	109.90	1556.60	1,245.30

**NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY
NORTHERN REGION (KNITTING) 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
(vii)	Final Examiner of fully-fashioned garments:	1343.20	1,074.60	102.10	1445.30	1,156.20
(viii)	Factory Clerk, Despatch Clerk, Stores Clerk:					
	(i) Qualified	1315.30	1,052.20	100.00	1415.30	1,132.20
	(ii) Learners:					
	first six months of experience	726.10	580.90	55.20	781.30	625.00
	second six months of experience	873.10	698.50	66.40	939.50	751.60
	third six months of experience	1020.40	816.30	77.60	1098.00	878.40
	next four months of experience	1168.10	934.50	88.80	1256.90	1,005.50
	Thereafter, the wage specified in (viii)(i) i.e.	1315.30	1,052.20	100.00	1415.30	1,132.20
(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:	1315.30	1,052.20	100.00	1415.30	1,132.20
	(ii) Learners:					
	first six months of experience	726.10	580.90	55.20	781.30	625.00
	second six months of experience	823.60	658.90	62.60	886.20	709.00
	third six months of experience	921.80	737.40	70.10	991.90	793.50
	fourth six months of experience	1020.40	816.30	77.60	1098.00	878.40
	fifth six months of experience	1118.80	895.00	85.00	1203.80	963.00
	next four months of experience	1216.80	973.40	92.50	1309.30	1,047.40
	Thereafter, the wage specified in (ix)(i) i.e.	1315.30	1,052.20	100.00	1415.30	1,132.20
(x) (a)	Loader of magazine or comb, Linker, Overlocker other than an overlocker of seconds in socks, Mender and Plain Sewer:					
	(i) Qualified:	1147.50	918.00	87.20	1234.70	987.80
	(ii) Learners:					
	first six months of experience	726.10	580.90	55.20	781.30	625.00
	second six months of experience	831.00	664.80	63.20	894.20	715.40
	third six months of experience	936.40	749.10	71.20	1007.60	806.10
	next four months of experience	1042.20	833.80	79.20	1121.40	897.10
	Thereafter, the wage specified in (x)(i) i.e.	1147.50	918.00	87.20	1234.70	987.80
(x) (b)	Sewing Machinist including a button, buttonhole and hemming machinist:					
	(i) Qualified:	1147.50	918.00	87.20	1234.70	987.80
	(ii) Learners:					
	first six months of experience	726.10	580.90	55.20	781.30	625.00
	second six months of experience	831.00	664.80	63.20	894.20	715.40
	third six months of experience	936.40	749.10	71.20	1007.60	806.10
	Thereafter, the wage specified in (x)(i) i.e.	1147.50	918.00	87.20	1234.70	987.80

**NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY
NORTHERN REGION (KNITTING) 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
(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	1097.00	877.60	83.40	1180.40	944.30
	(b) exceeds 453,5 kg but not 2 721 kg	1295.10	1,036.10	98.40	1393.50	1,114.80
	(c) exceeds 2 721 kg but not 4 535 kg	1379.40	1,103.50	104.80	1484.20	1,187.40
	(d) exceeds 4 535 kg	1497.00	1,197.60	113.80	1610.80	1,288.60
(xii)	Security Officer:	1675.60	1,340.50	127.30	1802.90	1,442.30
(xiii)	Watchman:	1293.00	1,034.40	98.30	1391.30	1,113.00
(xiv)	Employee not elsewhere specified:					
	(i) Qualified:	1346.20	1,077.00	102.30	1448.50	1,158.80
	(ii) Learners:					
	first six months of experience	726.10	580.90	55.20	781.30	625.00
	second six months of experience	880.80	704.60	66.90	947.70	758.20
	third six months of experience	1036.20	829.00	78.80	1115.00	892.00
	next four months of experience	1191.00	952.80	90.50	1281.50	1,025.20
	Thereafter, the wage specified in (xiv)(i)	1346.20	1,077.00	102.30	1448.50	1,158.80
(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	1095.70	876.60	83.30	1179.00	943.20
(xvi)	General Worker/Traveller's Assistant, Cloakroom Supervisor and/or Attendant, Teamaker employed after 30-06-1987:	943.20	754.60	71.70	1014.90	811.90

**NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY
NORTHERN REGION (KNITTING) 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
(xvii)	All employees classified in (xv) and who were employed after 30-06-1987, other than general worker, traveller's assistant, cloakroom supervisor and/or attendant and teamaker:					
	(i) Qualified:	943.20	754.60	71.70	1014.90	811.90
	(ii) Learners:					
	first six months of experience	726.10	580.90	55.20	781.30	625.00
	second six months of experience	798.10	638.50	60.70	858.80	687.00
	third six months of experience	871.00	696.80	66.20	937.20	749.80
	Thereafter, the wage specified in (xvii) (i)	943.20	754.60	71.70	1014.90	811.90

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.