

**NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY  
NORTHERN REGION (CLOTHING) NEW WAGE RATES NEGOTIATED BY THE PARTIES  
FOR THE PERIOD 01 SEPTEMBER 2019 TO 31 AUGUST 2020**

WAGES	GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)					
DESCRIPTION		Wage per week from 01 Sep 2018 to 31 Aug 2019	New Ees on Incentivised Scheme Effective 1 September 2018 = 80%	Across the Board Increase (Based on 2018/19 Rand Value)	Wage per week from 01 Sep 2019 to 31 Aug 2020	New Ees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
		R	R	R	R	R
<b>(A)</b>	<b>Pattern Maker and/or Grader:</b>					
	(i) Qualified:	2318.90	1855.10	161.80	2480.70	1,984.60
	(ii) Learners:					
	first six months of experience	835.20	668.20	58.30	893.50	800.00
	second six months of experience	1080.80	864.60	75.40	1156.20	925.00
	third six months of experience	1330.20	1064.20	92.80	1423.00	1,138.40
	fourth six months of experience	1557.00	1245.60	108.60	1665.60	1,332.50
	fifth six months of experience	1827.30	1461.80	127.50	1954.80	1,563.80
	next four months of experience	2075.40	1660.30	144.80	2220.20	1,776.20
	Thereafter, the wage specified in (A)(i) i.e.	2318.90	1855.10	161.80	2480.70	1,984.60
<b>(B)</b>	<b>Marker-In:</b>					
	(i) Qualified:	1925.20	1540.20	134.30	2059.50	1,647.60
	(ii) Learners:					
	first six months of experience	835.20	668.20	58.30	893.50	800.00
	second six months of experience	1015.20	812.20	70.80	1086.00	868.80
	third six months of experience	1197.70	958.20	83.60	1281.30	1,025.00
	fourth six months of experience	1379.40	1103.50	96.20	1475.60	1,180.50
	fifth six months of experience	1561.50	1249.20	108.90	1670.40	1,336.30
	next four months of experience	1744.00	1395.20	121.70	1865.70	1,492.60
	Thereafter, the wage specified in (B)(i) i.e.	1925.20	1540.20	134.30	2059.50	1,647.60
<b>(C)</b>	<b>Mechanic:</b>					
	(i) Qualified:	1877.70	1502.20	131.00	2008.70	1,607.00
	(ii) Learners:					
	first six months of experience	835.20	668.20	58.30	893.50	800.00
	second six months of experience	949.30	759.40	66.20	1015.50	812.40
	third six months of experience	1065.40	852.30	74.30	1139.70	911.80
	fourth six months of experience	1181.60	945.30	82.40	1264.00	1,011.20
	fifth six months of experience	1298.20	1038.60	90.60	1388.80	1,111.00
	sixth six months of experience	1413.10	1130.50	98.60	1511.70	1,209.40
	seventh six months of experience	1530.20	1224.20	106.80	1637.00	1,309.60
	eighth six months of experience	1645.90	1316.70	114.80	1760.70	1,408.60
	next four months of experience	1762.40	1409.90	123.00	1885.40	1,508.30
	Thereafter, the wage specified in (C)(i) i.e.	1877.70	1502.20	131.00	2008.70	1,607.00

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		R	R	R	R	R
<b>(D)</b>	<b>Chopper Out, Cutter and/or Re-Cutter, Negative Maker, Screen Maker (Engraver), Screen Printer, Sample Cutter:</b>					
	(i) Qualified:	1394.50	1115.60	97.30	1491.80	1,193.40
	(ii) Learners:					
	first six months of experience	835.20	668.20	58.30	893.50	800.00
	second six months of experience	973.80	779.00	67.90	1041.70	833.40
	third six months of experience	1114.70	891.80	77.80	1192.50	954.00
	next four months of experience	1256.50	1005.20	87.70	1344.20	1,075.40
	Thereafter, the wage specified in (D)(i) i.e.	1394.50	1115.60	97.30	1491.80	1,193.40
<b>*(E1)</b>	<b>Sample Machinist:</b>	1386.70	1109.40	96.70	1483.40	1,186.70
<b>(E)(a)</b>	<b>Sewing Machinist, Operator of a Linking, Overlocking and/or Sewing Machine, Embroidery Machinist (other than embroidery machine minder)</b>					
	(i) Qualified:	1205.50	964.40	84.10	1289.60	1,031.70
	(ii) Learners:					
	first six months of experience	835.20	668.20	58.30	893.50	800.00
	second six months of experience	926.40	741.10	64.60	991.00	800.00
	third six months of experience	1017.80	814.20	71.00	1088.80	871.00
	Thereafter, the wage specified in (E)(i) i.e.	1205.50	964.40	84.10	1289.60	1,031.70
<b>(E)(b)</b>	<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:</b>					
	(i) Qualified:	1205.50	964.40	84.10	1289.60	1,031.70
	(ii) Learners:					
	first six months of experience	835.20	668.20	58.30	893.50	800.00
	second six months of experience	926.40	741.10	64.60	991.00	800.00
	third six months of experience	1017.80	814.20	71.00	1088.80	871.00
	next four months of experience	1115.00	892.00	77.80	1192.80	954.20
	Thereafter, the wage specified in (E)(i) i.e.	1205.50	964.40	84.10	1289.60	1,031.70

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		R	R	R	R	R
<b>(F1)</b>	<b>Machinist promoted to Assistant Supervisor:</b>					
	(i) Qualified:	1432.50	1146.00	99.90	1532.40	1,225.90
	(ii) Learners:					
	first six months of experience	1205.50	964.40	84.10	1289.60	1,031.70
	second six months of experience	1283.90	1027.10	89.60	1373.50	1,098.80
	third six months of experience.	1359.40	1087.50	94.80	1454.20	1,163.40
	Thereafter, the wage specified in (F1)(i) i.e	1432.50	1146.00	99.90	1532.40	1,225.90
<b>(F)</b>	<b>Asst Supervisor, other than a Machinist promoted to Asst. Supervisor; Despatch/Factory Clerk and Storeman:</b>					
	(i) Qualified:	1432.50	1146.00	99.90	1532.40	1,225.90
	(ii) Learners:					
	first six months of experience	835.20	668.20	58.30	893.50	800.00
	second six months of experience	984.10	787.30	68.70	1052.80	842.20
	third six months of experience	1133.80	907.00	79.10	1212.90	970.30
	next four months of experience	1284.80	1027.80	89.60	1374.40	1,099.50
	Thereafter, the wage specified in (F)(i) i.e.	1432.50	1146.00	99.90	1532.40	1,225.90
<b>(G)</b>	<b>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:</b>					
	(i) Qualified:	1000.10	800.10	69.80	1069.90	855.90
	(ii) Learners:					
	first six months of experience	835.20	668.20	58.30	893.50	800.00
	second six months of experience	875.50	700.40	61.10	936.60	800.00
	third six months of experience	916.40	733.10	63.90	980.30	800.00
	next four months of experience	957.60	766.10	66.80	1024.40	819.50
	Thereafter, the wage specified in (G)(i) i.e.	1000.10	800.10	69.80	1069.90	855.90
<b>(H1)</b>	<b>Foreman:</b>	3163.50	2530.80	220.70	3384.20	2,707.40
<b>(H2)</b>	<b>Supervisor, Assistant Foreman, Head Cutter:</b>	1725.40	1380.30	120.40	1845.80	1,476.60

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		<b>R</b>	<b>R</b>	<b>R</b>	<b>R</b>	<b>R</b>
<b>(H3)</b>	<b>Artisan:</b>	3611.50	2889.20	252.00	3863.50	3,090.80
<b>(H4)</b>	<b>Labourer, Scooter Driver and/or Boiler Attendant:</b>	1111.30	889.00	77.50	1188.80	951.00
<b>(H5)</b>	<b>Watchman:</b>	1284.10	1027.30	89.60	1373.70	1,099.00
<b>(H6)</b>	<b>Driver (Light Motor Vehicle):</b>	1265.80	1012.60	88.30	1354.10	1,083.30
<b>(H7)</b>	<b>Driver (Medium Motor Vehicle):</b>	1353.50	1082.80	94.40	1447.90	1,158.30
	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 2019, Increase the Weekly Wage for those employees by the agreed Wage Increase based on 2018/19 Rand Value, Across-the-Board.**