

**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 B (i.e. employees NOT 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
(A)	Pattern Maker and/or Grader:					
	(i) Qualified:	2329.60	1,863.70	162.50	2492.10	1,993.70
	(ii) Learners:					
	first six months of experience	838.80	671.00	58.50	897.30	800.00
	second six months of experience	1085.90	868.70	75.80	1161.70	929.40
	third six months of experience	1336.40	1,069.10	93.20	1429.60	1,143.70
	fourth six months of experience	1564.20	1,251.40	109.10	1673.30	1,338.60
	fifth six months of experience	1836.00	1,468.80	128.10	1964.10	1,571.30
	next four months of experience	2085.00	1,668.00	145.50	2230.50	1,784.40
	Thereafter, the wage specified in (A)(i) i.e.	2329.60	1,863.70	162.50	2492.10	1,993.70
(B)	Marker-In:					
	(i) Qualified:	1934.40	1,547.50	135.00	2069.40	1,655.50
	(ii) Learners:					
	first six months of experience	838.80	671.00	58.50	897.30	800.00
	second six months of experience	1020.10	816.10	71.20	1091.30	873.00
	third six months of experience	1203.40	962.70	84.00	1287.40	1,029.90
	fourth six months of experience	1386.10	1,108.90	96.70	1482.80	1,186.20
	fifth six months of experience	1569.10	1,255.30	109.50	1678.60	1,342.90
	next four months of experience	1751.90	1,401.50	122.20	1874.10	1,499.30
	Thereafter, the wage specified in (B)(i) i.e.	1934.40	1,547.50	135.00	2069.40	1,655.50
(C)	Mechanic:			0.00		
	(i) Qualified:	1886.60	1,509.30	131.60	2018.20	1,614.60
	(ii) Learners:					
	first six months of experience	838.80	671.00	58.50	897.30	800.00
	second six months of experience	953.60	762.90	66.50	1020.10	816.10
	third six months of experience	1070.50	856.40	74.70	1145.20	916.20
	fourth six months of experience	1187.10	949.70	82.80	1269.90	1,015.90
	fifth six months of experience	1304.30	1,043.40	91.00	1395.30	1,116.20
	sixth six months of experience	1419.80	1,135.80	99.10	1518.90	1,215.10
	seventh six months of experience	1537.30	1,229.80	107.30	1644.60	1,315.70
	eighth six months of experience	1653.90	1,323.10	115.40	1769.30	1,415.40
	next four months of experience	1770.70	1,416.60	123.50	1894.20	1,515.40
	Thereafter, the wage specified in (C)(i) i.e.	1886.60	1,509.30	131.60	2018.20	1,614.60

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		R	R	R	R	R
(D)	Chopper Out, Cutter and/or Re-Cutter, Negative Maker, Screen Maker (Engraver), Screen Printer, Sample Cutter:					
	(i) Qualified:	1401.30	1,121.00	97.80	1499.10	1,199.30
	(ii) Learners:					
	first six months of experience	838.80	671.00	58.50	897.30	800.00
	second six months of experience	978.60	782.90	68.30	1046.90	837.50
	third six months of experience	1119.90	895.90	78.10	1198.00	958.40
	next four months of experience	1262.20	1,009.80	88.10	1350.30	1,080.20
	Thereafter, the wage specified in (D)(i) i.e.	1401.30	1,121.00	97.80	1499.10	1,199.30
*(E1)	Sample Machinist:	1393.20	1,114.60	97.20	1490.40	1,192.30
(E)(a)	Sewing Machinist, Operator of a Linking, Overlocking and/or Sewing Machine, Embroidery Machinist (other than embroidery machine minder):					
	(i) Qualified:	1211.20	969.00	84.50	1295.70	1,036.60
	(ii) Learners:					
	first six months of experience	838.80	671.00	58.50	897.30	800.00
	second six months of experience	930.80	744.60	64.90	995.70	800.00
	third six months of experience	1022.80	818.20	71.40	1094.20	875.40
	Thereafter, the wage specified in (E)(i) i.e.	1211.20	969.00	84.50	1295.70	1,036.60
(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:	1211.20	969.00	84.50	1295.70	1,036.60
	(ii) Learners:					
	first six months of experience	838.80	671.00	58.50	897.30	800.00
	second six months of experience	930.80	744.60	64.90	995.70	800.00
	third six months of experience	1022.80	818.20	71.40	1094.20	875.40
	next four months of experience	1120.00	896.00	78.10	1198.10	958.50
	Thereafter, the wage specified in (E)(i) i.e.	1211.20	969.00	84.50	1295.70	1,036.60

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		R	R	R	R	R
(F1)	Machinist promoted to Assistant Supervisor:					
	(i) Qualified:	1439.30	1,151.40	100.40	1539.70	1,231.80
	(ii) Learners:					
	first six months of experience	1211.20	969.00	84.50	1295.70	1,036.60
	second six months of experience	1289.70	1,031.80	90.00	1379.70	1,103.80
	third six months of experience.	1365.80	1,092.60	95.30	1461.10	1,168.90
	Thereafter, the wage specified in (F1)(i) i.e	1439.30	1,151.40	100.40	1539.70	1,231.80
(F)	Asst Supervisor, other than a Machinist promoted to Asst. Supervisor; Despatch/Factory Clerk and Storeman:					
	(i) Qualified:	1439.30	1,151.40	100.40	1539.70	1,231.80
	(ii) Learners:					
	first six months of experience	838.80	671.00	58.50	897.30	800.00
	second six months of experience	988.50	790.80	69.00	1057.50	846.00
	third six months of experience	1139.00	911.20	79.50	1218.50	974.80
	next four months of experience	1291.00	1,032.80	90.10	1381.10	1,104.90
	Thereafter, the wage specified in (F)(i) i.e.	1439.30	1,151.40	100.40	1539.70	1,231.80
(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:	1004.60	803.70	70.10	1074.70	859.80
	(ii) Learners:					
	first six months of experience	838.80	671.00	58.50	897.30	800.00
	second six months of experience	879.30	703.40	61.30	940.60	800.00
	third six months of experience	921.00	736.80	64.30	985.30	800.00
	next four months of experience	962.00	769.60	67.10	1029.10	823.30
	Thereafter, the wage specified in (G)(i) i.e.	1004.60	803.70	70.10	1074.70	859.80
(H1)	Foreman:	3178.20	2,542.60	221.70	3399.90	2,719.90
(H2)	Supervisor, Assistant Foreman, Head Cutter:	1733.30	1,386.60	120.90	1854.20	1,483.40

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		R	R	R	R	R
(H3)	Artisan:	3628.00	2,902.40	253.10	3881.10	3,104.90
(H4)	Labourer, Scooter Driver and/or Boiler Attendant:	1116.60	893.30	77.90	1194.50	955.60
(H5)	Watchman:	1290.10	1,032.10	90.00	1380.10	1,104.10
(H6)	Driver (Light Motor Vehicle):	1271.50	1,017.20	88.70	1360.20	1,088.20
(H7)	Driver (Medium Motor Vehicle):	1359.60	1,087.70	94.90	1454.50	1,163.60
	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.						