

**NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY  
FREE STATE AND NORTHERN CAPE REGION 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 OF OCCUPATION		Wages 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 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	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. ALL AREAS</b>						
<b>(i)</b>	<b>(a) Foreman</b>	3,526.50	2,821.00	246.00	3,772.50	3,018.00
	<b>(b) Supervisor/Quality Controller</b>					
	(i) Qualified	1,441.00	1,153.00	100.50	1,541.50	1,233.00
	(ii) Learners					
	first six months of experience	989.50	791.50	69.00	1,058.50	847.00
	second six months of experience	1,181.00	945.00	82.50	1,263.50	1,011.00
	Thereafter, the wage specified in (ii)(i) i.e.	1,441.00	1,153.00	100.50	1,541.50	1,233.00
	<b>(c) Cloakroom Supervisor/Watchman</b>	1,004.50	803.50	70.00	1,074.50	859.50
	<b>(d) Mechanic</b>	3,308.50	2,647.00	231.00	3,539.50	2,831.50
	<b>(e) Unqualified Mechanic</b>	1,232.50	986.00	86.00	1,318.50	1,055.00
	<b>(f) Watchman</b>	1,004.50	803.50	70.00	1,074.50	859.50
	<b>(g) Labourer</b>	785.50	628.50	55.00	840.50	840.00
	<b>(h) Boiler Attendant</b>	863.00	690.50	60.00	923.00	840.00
<b>(ii)</b>	<b>Pattern Grader</b>					
	(i) Qualified	1,868.00	1,494.50	130.50	1,998.50	1,599.00
	(ii) Learners					
	first six months of experience	721.50	577.00	50.50	840.00	840.00
	second six months of experience	865.00	692.00	60.50	925.50	840.00
	third six months of experience	1,006.50	805.00	70.00	1,076.50	861.00
	fourth six months of experience	1,153.50	923.00	80.50	1,234.00	987.00
	fifth six months of experience	1,295.00	1,036.00	90.50	1,385.50	1,108.50
	sixth six months of experience	1,436.00	1,149.00	100.00	1,536.00	1,229.00
	seventh six months of experience	1,579.50	1,263.50	110.00	1,689.50	1,351.50
	next four months of experience	1,722.50	1,378.00	120.00	1,842.50	1,474.00
	Thereafter, the wage specified in (ii)(i) i.e.	1,868.00	1,494.50	130.50	1,998.50	1,599.00
<b>(iii)</b>	<b>Marker-In</b>					
	(i) Qualified	1,441.00	1,153.00	100.50	1,541.50	1,233.00
	(ii) Learners					
	first six months of experience	721.50	577.00	50.50	840.00	840.00
	second six months of experience	809.50	647.50	56.50	866.00	840.00
	third six months of experience	905.00	724.00	63.00	968.00	840.00
	fourth six months of experience	991.50	793.00	69.00	1,060.50	848.50
	fifth six months of experience	1,083.50	867.00	75.50	1,159.00	927.00
	sixth six months of experience	1,170.50	936.50	81.50	1,252.00	1,001.50
	seventh six months of experience	1,261.50	1,009.00	88.00	1,349.50	1,079.50
	next four months of experience	1,349.00	1,079.00	94.00	1,443.00	1,154.50
	Thereafter, the wage specified in (iii)(i) i.e.	1,441.00	1,153.00	100.50	1,541.50	1,233.00
<b>(iv)</b>	<b>Shaper &amp; Chopper-out, other than an interlining and/or trimming chopper-out</b>					
	(i) Qualified	1,155.00	924.00	80.50	1,235.50	988.50
	(ii) Learners					
	first six months of experience	685.50	548.50	48.00	840.00	840.00
	second six months of experience	764.50	611.50	53.50	840.00	840.00
	third six months of experience	844.00	675.00	59.00	903.00	840.00
	fourth six months of experience	921.50	737.00	64.50	986.00	840.00
	fifth six months of experience	998.50	799.00	69.50	1,068.00	854.50
	next four months of experience	1,077.50	862.00	75.00	1,152.50	922.00
	Thereafter, the wage specified in (iv)(i) i.e.	1,155.00	924.00	80.50	1,235.50	988.50

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		R	R	R	R	R
<b>(v)</b>	<b>Checker, Examiner and/or Passer</b>					
	(i) Qualified	1,004.50	803.50	70.00	1,074.50	859.50
	(ii) Learners			-		
	first six months of experience	685.50	548.50	48.00	840.00	840.00
	second six months of experience	764.50	611.50	53.50	840.00	840.00
	third six months of experience	844.00	675.00	59.00	903.00	840.00
	next four months of experience	922.00	737.50	64.50	986.50	840.00
	Thereafter, the wage specified in (v)(i) i.e.	1,004.50	803.50	70.00	1,074.50	859.50
<b>(vi)</b>	<b>(a) Invoice Clerk</b>					
	(i) Qualified	1,441.00	1,153.00	100.50	1,541.50	1,233.00
	(ii) Learners					
	first six months of experience	1,038.50	831.00	72.50	1,111.00	889.00
	Thereafter, the wage specified in (vi)(a)(i) i.e.	1,441.00	1,153.00	100.50	1,541.50	1,233.00
	<b>(b) Despatch Clerk, Factory Clerk and/or Stores Clerk</b>					
	(i) Qualified	1,055.50	844.50	73.50	1,129.00	903.00
	(ii) Learners					
	first six months of experience	758.50	607.00	53.00	840.00	840.00
	second six months of experience	906.00	725.00	63.00	969.00	840.00
	Thereafter, the wage specified in (vi)(b)(i) i.e.	1,055.50	844.50	73.50	1,129.00	903.00
<b>(vii)</b>	<b>Sewing Machinist engaged in setting in sleeves and/or sewing round men's and ladies' tailored coats and overcoats:</b>					
	(i) Qualified	1,137.00	909.50	79.50	1,216.50	973.00
	(ii) Learners					
	first six months of experience	685.50	548.50	48.00	840.00	840.00
	second six months of experience	760.00	608.00	53.00	840.00	840.00
	third six months of experience	834.50	667.50	58.00	892.50	840.00
	fourth six months of experience	909.00	727.00	63.50	972.50	840.00
	fifth six months of experience	984.00	787.00	68.50	1,052.50	842.00
	next four months of experience	1,062.00	849.50	74.00	1,136.00	909.00
	Thereafter, the wage specified in (vii)(i) i.e.	1,137.00	909.50	79.50	1,216.50	973.00
<b>(viii)</b>	<b>Driver of a Motor Vehicle, the unladen mass of which together with the unladen mass of any trailer/trailers drawn by such vehicle—:</b>					
	(a) Does not exceed 2 722 kg	1,243.00	994.50	86.50	1,329.50	1,063.50
	(b) Exceeds 2 722 kg	1,445.00	1,156.00	101.00	1,546.00	1,237.00
<b>(ix)</b>	<b>Part-time Driver of a Motor Vehicle</b>	1,132.00	905.50	79.00	1,211.00	969.00
<b>(x)</b>	<b>Knitting Machine Operator</b>					
	(i) Qualified	1,481.00	1,185.00	103.50	1,584.50	1,267.50
	(ii) Learners					
	first six months of experience	685.50	548.50	48.00	840.00	840.00
	second six months of experience	819.50	655.50	57.00	876.50	840.00
	third six months of experience	951.00	761.00	66.50	1,017.50	840.00
	fourth six months of experience	1,084.50	867.50	75.50	1,160.00	928.00
	fifth six months of experience	1,215.50	972.50	85.00	1,300.50	1,040.50
	next four months of experience	1,349.50	1,079.50	94.00	1,443.50	1,155.00
	Thereafter, the wage specified in (x)(i) i.e.	1,481.00	1,185.00	103.50	1,584.50	1,267.50
<b>(xi)</b>	<b>Maintenance hand</b>					
	(i) Qualified	850.00	680.00	59.50	909.50	840.00
	(ii) Learners					
	first six months of experience	685.50	548.50	48.00	840.00	840.00
	second six months of experience	718.00	574.50	50.00	840.00	840.00
	third six months of experience	746.00	597.00	52.00	840.00	840.00
	fourth six months of experience	781.00	625.00	54.50	840.00	840.00
	next four months of experience	819.00	655.00	57.00	876.00	840.00
	Thereafter, the wage specified in (xi)(i) i.e.	850.00	680.00	59.50	909.50	840.00

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	R	R	R	R	R
<b>B. IN THE MAGISTERIAL DISTRICTS OF BLOEMFONTEIN, KIMBERLEY AND KROONSTAD</b>					
<b>(i) (a) Sewing Machinist</b>					
	1,004.50	803.50	70.00	1,074.50	859.50
<b>(ii) Learners</b>					
first six months of experience	685.50	548.50	48.00	840.00	840.00
second six months of experience	737.50	590.00	51.50	840.00	840.00
third six months of experience	790.00	632.00	55.00	845.00	840.00
Thereafter, the wage specified in (i)(i) i.e.	1,004.50	803.50	70.00	1,074.50	859.50
<b>(i) (b) Invisible Mender, Finisher, Presser, Trimmer, Marker-In and/or Chopper-out of linings and trimmings, Former Scriber and Screen Printer</b>					
	1,004.50	803.50	70.00	1,074.50	859.50
<b>(ii) Learners</b>					
first six months of experience	685.50	548.50	48.00	840.00	840.00
second six months of experience	737.50	590.00	51.50	840.00	840.00
third six months of experience	790.00	632.00	55.00	845.00	840.00
fourth six months of experience	844.00	675.00	59.00	903.00	840.00
fifth six months of experience	896.50	717.00	62.50	959.00	840.00
next four months of experience	950.50	760.50	66.50	1,017.00	840.00
Thereafter, the wage specified in (i)(i) i.e.	1,004.50	803.50	70.00	1,074.50	859.50
<b>Set Leader and/or Team Leader</b>	1,067.00	853.50	74.50	1,141.50	913.00
<b>(ii) General Worker/Pleater</b>					
	758.50	607.00	53.00	840.00	840.00
<b>(ii) Learners</b>					
first six months of experience	685.50	548.50	48.00	840.00	840.00
second six months of experience	720.50	576.50	50.50	840.00	840.00
Thereafter, the wage specified in (ii)(i) i.e.	758.50	607.00	53.00	840.00	840.00
<b>(iii) Despatch Packer and Layer-up</b>					
	784.00	627.00	54.50	840.00	840.00
<b>(ii) Learners</b>					
first six months of experience	685.50	548.50	48.00	840.00	840.00
second six months of experience	733.50	587.00	51.00	840.00	840.00
Thereafter, the wage specified in (iii)(i) i.e.	784.00	627.00	54.50	840.00	840.00
<b>(iv) Plain Sewer</b>					
	819.50	655.50	57.00	876.50	840.00
<b>(ii) Learners</b>					
first six months of experience	685.50	548.50	48.00	840.00	840.00
Thereafter, the wage specified in (iv)(i) i.e.	819.50	655.50	57.00	876.50	840.00
<b>Sample Machinist</b>	1,141.50	913.00	79.50	1,221.00	977.00
<b>C. IN THE MAGISTERIAL DISTRICTS OF FRANKFORT, PARYS AND VREDEFORT</b>					
<b>(i) (a) Sewing Machinist</b>					
	960.50	768.50	70.00	1,030.50	840.00
<b>(ii) Learners:</b>					
first six months of experience	658.00	526.50	48.00	840.00	840.00
second six months of experience	707.50	566.00	51.50	840.00	840.00
third six months of experience	758.00	606.50	55.00	840.00	840.00
Thereafter, the wage specified in (i)(a)(i) i.e.	960.50	768.50	70.00	1,030.50	840.00
<b>(i) (b) Invisible Mender, Finisher, Presser, Trimmer, Marker-In and/or Chopper-out of linings and trimmings, Former Scriber and Screen Printer:</b>					
	960.50	768.50	70.00	1,030.50	840.00
<b>(ii) Learners:</b>					
first six months of experience	658.00	526.50	48.00	840.00	840.00
second six months of experience	707.50	566.00	51.50	840.00	840.00

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			R	R	R	R	R
		third six months of experience	758.00	606.50	55.00	840.00	840.00
		fourth six months of experience	808.50	647.00	59.00	867.50	840.00
		fifth six months of experience	858.00	686.50	62.50	920.50	840.00
		Next four months of experience	909.00	727.00	66.50	975.50	840.00
		Thereafter, the wage specified in (i)(b)(i) i.e.	960.50	768.50	70.00	1,030.50	840.00
		<b>Set Leader and/or Team Leader</b>	1,021.00	817.00	74.50	1,095.50	876.50
<b>(ii)</b>		<b>General Worker/Pleater</b>					
		(i) Qualified	734.00	587.00	53.00	840.00	840.00
		(ii) Learners					
		first six months of experience	658.00	526.50	48.00	840.00	840.00
		second six months of experience	696.00	557.00	50.50	840.00	840.00
		Thereafter, the wage specified in (ii)(i) i.e.	734.00	587.00	53.00	840.00	840.00
<b>(iii)</b>		<b>Despatch Packer</b>					
		(i) Qualified	764.00	611.00	54.50	840.00	840.00
		(ii) Learners					
		first six months of experience	658.00	526.50	48.00	840.00	840.00
		second six months of experience	710.00	568.00	51.00	840.00	840.00
		Thereafter, the wage specified in (iii)(i) i.e.	764.00	611.00	54.50	840.00	840.00
<b>(iv)</b>		<b>Layer-Up</b>					
		(i) Qualified	759.00	607.00	54.50	840.00	840.00
		(ii) Learners					
		first six months of experience	658.00	526.50	48.00	840.00	840.00
		second six months of experience	710.50	568.50	51.00	840.00	840.00
		Thereafter, the wage specified in (iii)(i) i.e.	771.00	617.00	54.50	840.00	840.00
<b>(v)</b>		<b>Plain Sewer</b>					
		(i) Qualified	793.00	634.50	57.00	850.00	840.00
		(ii) Learners					
		first six months of experience	660.50	528.50	48.00	840.00	840.00
		Thereafter, the wage specified in (iv)(i) i.e.	793.00	634.50	57.00	850.00	840.00
<b>(vi)</b>		<b>Sample Machinist</b>	1,091.00	873.00	79.50	1,170.50	936.50

**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.**