

**NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY
NORTHERN REGION (KNITTING) 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
(i)	Foreman:	2405.40	1,924.30	167.80	2573.20	2,058.60
(ii)	Dyer: (See (iv) below)					
(iii)	Storeman:					
	(i) Qualified:	2315.40	1,852.30	161.50	2476.90	1,981.50
	(ii) Learners:					
	first six months of experience	835.90	668.70	58.30	894.20	850.00
	second six months of experience	1205.80	964.60	84.10	1289.90	1,031.90
	third six months of experience	1575.60	1,260.50	109.90	1685.50	1,348.40
	next four months of experience	1945.60	1,556.50	135.70	2081.30	1,665.00
	Thereafter, the wage specified in	2315.40	1,852.30	161.50	2476.90	1,981.50
(iv)	Mechanic/Dyer:					
	(i) Qualified:	2405.40	1,924.30	167.80	2573.20	2,058.60
	(ii) Learners:					
	first six months of experience	835.90	668.70	58.30	894.20	850.00
	second six months of experience	992.80	794.20	69.30	1062.10	850.00
	third six months of experience	1149.70	919.80	80.20	1229.90	983.90
	fourth six months of experience	1306.90	1,045.50	91.20	1398.10	1,118.50
	fifth six months of experience	1463.70	1,171.00	102.10	1565.80	1,252.60
	sixth six months of experience	1620.50	1,296.40	113.10	1733.60	1,386.90
	seventh six months of experience	1777.50	1,422.00	124.00	1901.50	1,521.20
	eighth six months of experience	1934.50	1,547.60	135.00	2069.50	1,655.60
	ninth six months of experience	2091.10	1,672.90	145.90	2237.00	1,789.60
	next four months of experience	2248.90	1,799.10	156.90	2405.80	1,924.60
	Thereafter, the wage specified in	2405.40	1,924.30	167.80	2573.20	2,058.60
(v)	Mechanic's Assistant:					
	(i) Qualified:	1575.20	1,260.20	109.90	1685.10	1,348.10
	(ii) Learners:					
	first six months of experience	835.90	668.70	58.30	894.20	850.00
	second six months of experience	909.00	727.20	63.40	972.40	850.00
	third six months of experience	966.50	773.20	67.40	1033.90	850.00
	fourth six months of experience	1057.30	845.80	73.80	1131.10	904.90
	fifth six months of experience	1131.70	905.40	79.00	1210.70	968.60
	sixth six months of experience	1205.90	964.70	84.10	1290.00	1,032.00
	seventh six months of experience	1279.40	1,023.50	89.30	1368.70	1,095.00
	eighth six months of experience	1353.90	1,083.10	94.50	1448.40	1,158.70
	ninth six months of experience	1427.30	1,141.80	99.60	1526.90	1,221.50
	next four months of experience	1501.70	1,201.40	104.80	1606.50	1,285.20
	Thereafter, the wage specified in	1575.20	1,260.20	109.90	1685.10	1,348.10
(vi)	Supervisor:	1665.50	1,332.40	116.20	1781.70	1,425.40

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		R	R	R	R	R
(vii)	Final Examiner of fully-fashioned garments:	1546.30	1,237.00	107.90	1654.20	1,323.40
(viii)	Factory Clerk, Despatch Clerk, Stores Clerk:					
	(i) Qualified	1514.20	1,211.40	105.60	1619.80	1,295.80
	(ii) Learners:					
	first six months of experience	835.90	668.70	58.30	894.20	850.00
	second six months of experience	1005.30	804.20	70.10	1075.40	860.30
	third six months of experience	1174.90	939.90	82.00	1256.90	1,005.50
	next four months of experience	1344.80	1,075.80	93.80	1438.60	1,150.90
	Thereafter, the wage specified in	1514.20	1,211.40	105.60	1619.80	1,295.80
(ix)	Knitting Machine Operator, Warp Knitting Machine Operator, Dyer's Assistant, Colouring Mass-Measurer and/or Cutter or Shaper of fully-fashioned garments,					
	(i) Qualified:	1514.20	1,211.40	105.60	1619.80	1,295.80
	(ii) Learners:					
	first six months of experience	835.90	668.70	58.30	894.20	850.00
	second six months of experience	948.70	759.00	66.20	1014.90	850.00
	third six months of experience	1061.50	849.20	74.10	1135.60	908.50
	fourth six months of experience	1174.90	939.90	82.00	1256.90	1,005.50
	fifth six months of experience	1287.80	1,030.20	89.80	1377.60	1,102.10
	next four months of experience	1401.20	1,121.00	97.80	1499.00	1,199.20
	Thereafter, the wage specified in	1514.20	1,211.40	105.60	1619.80	1,295.80
(x) (a)	Loader of magazine or comb, Linker, Overlocker other than an overlocker of seconds in socks, Mender and Plain Sewer:					
	(i) Qualified:	1321.20	1,057.00	92.20	1413.40	1,130.70
	(ii) Learners:					
	first six months of experience	835.90	668.70	58.30	894.20	850.00
	second six months of experience	956.80	765.40	66.80	1023.60	850.00
	third six months of experience	1078.10	862.50	75.20	1153.30	922.60
	next four months of experience	1199.90	959.90	83.70	1283.60	1,026.90
	Thereafter, the wage specified in	1321.20	1,057.00	92.20	1413.40	1,130.70
(x) (b)	Sewing Machinist including a button, buttonhole and hemming machinist:					
	(i) Qualified:	1321.20	1,057.00	92.20	1413.40	1,130.70
	(ii) Learners:					
	first six months of experience	835.90	668.70	58.30	894.20	850.00
	second six months of experience	956.80	765.40	66.80	1023.60	850.00
	third six months of experience	1078.10	862.50	75.20	1153.30	922.60
	Thereafter, the wage specified in	1321.20	1,057.00	92.20	1413.40	1,130.70

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		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	1263.10	1,010.50	88.10	1351.20	1,081.00
	(b) exceeds 453,5 kg but not 2 721 kg	1491.30	1,193.00	104.00	1595.30	1,276.20
	(c) exceeds 2 721 kg but not 4 535 kg	1588.00	1,270.40	110.80	1698.80	1,359.00
	(d) exceeds 4 535 kg	1723.40	1,378.70	120.20	1843.60	1,474.90
(xii)	Security Officer:	1929.40	1,543.50	134.60	2064.00	1,651.20
(xiii)	Watchman:	1488.60	1,190.90	103.90	1592.50	1,274.00
(xiv)	Employee not elsewhere specified:					
	(i) Qualified:	1550.00	1,240.00	108.10	1658.10	1,326.50
	(ii) Learners:					
	first six months of experience	835.90	668.70	58.30	894.20	850.00
	second six months of experience	1014.00	811.20	70.70	1084.70	867.80
	third six months of experience	1192.90	954.30	83.20	1276.10	1,020.90
	next four months of experience	1371.20	1,097.00	95.70	1466.90	1,173.50
	Thereafter, the wage specified in	1550.00	1,240.00	108.10	1658.10	1,326.50
(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:	1261.60	1,009.30	88.00	1349.60	1,079.70
(xvi)	General Worker/Traveller's Assistant, Cloakroom Supervisor and/or Attendant, Teamaker employed after 30-06-1987:	1085.90	868.70	75.80	1161.70	929.40

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			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:	1085.90	868.70	75.80	1161.70	929.40
		(ii) Learners:			0.00		
		first six months of experience	835.90	668.70	58.30	894.20	850.00
		second six months of experience	918.80	735.00	64.10	982.90	850.00
		third six months of experience	1003.00	802.40	70.00	1073.00	858.40
		Thereafter, the wage specified in	1085.90	868.70	75.80	1161.70	929.40
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.							