

**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 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
<b>(i)</b>	<b>Foreman:</b>	2416.70	1,933.40	168.60	2585.30	2,068.20
<b>(ii)</b>	<b>Dyer: (See (iv) below)</b>					
<b>(iii)</b>	<b>Storeman:</b>					
	(i) Qualified:	2326.20	1,861.00	162.30	2488.50	1,990.80
	(ii) Learners:					
	first six months of experience	839.90	671.90	58.60	898.50	850.00
	second six months of experience	1211.40	969.10	84.50	1295.90	1,036.70
	third six months of experience	1583.00	1,266.40	110.40	1693.40	1,354.70
	next four months of experience	1954.60	1,563.70	136.40	2091.00	1,672.80
	Thereafter, the wage specified in (iii)(i) i.e.	2326.20	1,861.00	162.30	2488.50	1,990.80
<b>(iv)</b>	<b>Mechanic/Dyer:</b>					
	(i) Qualified:	2416.70	1,933.40	168.60	2585.30	2,068.20
	(ii) Learners:					
	first six months of experience	839.90	671.90	58.60	898.50	850.00
	second six months of experience	997.30	797.80	69.60	1066.90	853.50
	third six months of experience	1155.10	924.10	80.60	1235.70	988.60
	fourth six months of experience	1312.80	1,050.20	91.60	1404.40	1,123.50
	fifth six months of experience	1470.60	1,176.50	102.60	1573.20	1,258.60
	sixth six months of experience	1628.10	1,302.50	113.60	1741.70	1,393.40
	seventh six months of experience	1785.90	1,428.70	124.60	1910.50	1,528.40
	eighth six months of experience	1943.60	1,554.90	135.60	2079.20	1,663.40
	ninth six months of experience	2100.70	1,680.60	146.60	2247.30	1,797.80
	next four months of experience	2259.40	1,807.50	157.60	2417.00	1,933.60
	Thereafter, the wage specified in (iv)(i) i.e.	2416.70	1,933.40	168.60	2585.30	2,068.20
<b>(v)</b>	<b>Mechanic's Assistant:</b>					
	(i) Qualified:	1582.40	1,265.90	110.40	1692.80	1,354.20
	(ii) Learners:					
	first six months of experience	839.90	671.90	58.60	898.50	850.00
	second six months of experience	913.10	730.50	63.70	976.80	850.00
	third six months of experience	988.50	790.80	69.00	1057.50	850.00
	fourth six months of experience	1062.10	849.70	74.10	1136.20	909.00
	fifth six months of experience	1136.90	909.50	79.30	1216.20	973.00
	sixth six months of experience	1211.50	969.20	84.50	1296.00	1,036.80
	seventh six months of experience	1285.50	1,028.40	89.70	1375.20	1,100.20
	eighth six months of experience	1359.70	1,087.80	94.90	1454.60	1,163.70
	ninth six months of experience	1433.80	1,147.00	100.00	1533.80	1,227.00
	next four months of experience	1508.40	1,206.70	105.20	1613.60	1,290.90
	Thereafter, the wage specified in (v)(i) i.e.	1582.40	1,265.90	110.40	1692.80	1,354.20
<b>(vi)</b>	<b>Supervisor:</b>	1673.30	1,338.60	116.70	1790.00	1,432.00

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		R	R	R	R	R
(vii)	<b>Final Examiner of fully-fashioned garments:</b>	1553.70	1,243.00	108.40	1662.10	1,329.70
(viii)	<b>Factory Clerk, Despatch Clerk, Stores Clerk:</b>					
	(i) Qualified	1521.40	1,217.10	106.10	1627.50	1,302.00
	(ii) Learners:					
	first six months of experience	839.90	671.90	58.60	898.50	850.00
	second six months of experience	1010.00	808.00	70.50	1080.50	864.40
	third six months of experience	1180.30	944.20	82.30	1262.60	1,010.10
	next four months of experience	1351.20	1,081.00	94.30	1445.50	1,156.40
	Thereafter, the wage specified in (viii)(i) i.e.	1521.40	1,217.10	106.10	1627.50	1,302.00
(ix)	<b>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:</b>					
	(i) Qualified:	1521.40	1,217.10	106.10	1627.50	1,302.00
	(ii) Learners:					
	first six months of experience	839.90	671.90	58.60	898.50	850.00
	second six months of experience	952.70	762.20	66.50	1019.20	850.00
	third six months of experience	1066.30	853.00	74.40	1140.70	912.60
	fourth six months of experience	1180.30	944.20	82.30	1262.60	1,010.10
	fifth six months of experience	1294.10	1,035.30	90.30	1384.40	1,107.50
	next four months of experience	1407.50	1,126.00	98.20	1505.70	1,204.60
	Thereafter, the wage specified in (ix)(i) i.e.	1521.40	1,217.10	106.10	1627.50	1,302.00
(x) (a)	<b>Loader of magazine or comb, Linker, Overlocker other than an overlocker of seconds in socks, Mender and Plain Sewer:</b>					
	(i) Qualified:	1327.30	1,061.80	92.60	1419.90	1,135.90
	(ii) Learners:					
	first six months of experience	839.90	671.90	58.60	898.50	850.00
	second six months of experience	961.30	769.00	67.10	1028.40	850.00
	third six months of experience	1083.20	866.60	75.60	1158.80	927.00
	next four months of experience	1205.50	964.40	84.10	1289.60	1,031.70
	Thereafter, the wage specified in (x)(i) i.e.	1327.30	1,061.80	92.60	1419.90	1,135.90
(x) (b)	<b>Sewing Machinist including a button, buttonhole and hemming machinist:</b>					
	(i) Qualified:	1327.30	1,061.80	92.60	1419.90	1,135.90
	(ii) Learners:					
	first six months of experience	839.90	671.90	58.60	898.50	850.00
	second six months of experience	961.30	769.00	67.10	1028.40	850.00
	third six months of experience	1083.20	866.60	75.60	1158.80	927.00
	Thereafter, the wage specified in (x)(i) i.e.	1327.30	1,061.80	92.60	1419.90	1,135.90

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		R	R	R	R	R
(xi)	<b>Driver of a Motor Vehicle, the unladen mass of which, together with the unladen mass of any trailer or trailers drawn by such vehicle—:</b>					
	(a) does not exceed 453,5 kg	1268.90	1,015.10	88.50	1357.40	1,085.90
	(b) exceeds 453,5 kg but not 2 721 kg	1498.00	1,198.40	104.50	1602.50	1,282.00
	(c) exceeds 2 721 kg but not 4 535 kg	1595.50	1,276.40	111.30	1706.80	1,365.40
	(d) exceeds 4 535 kg	1731.60	1,385.30	120.80	1852.40	1,481.90
(xii)	<b>Security Officer:</b>	1938.10	1,550.50	135.20	2073.30	1,658.60
(xiii)	<b>Watchman:</b>	1495.60	1,196.50	104.30	1599.90	1,279.90
(xiv)	<b>Employee not elsewhere specified:</b>					
	(i) Qualified:	1557.10	1,245.70	108.60	1665.70	1,332.60
	(ii) Learners:					
	first six months of experience	839.90	671.90	58.60	898.50	850.00
	second six months of experience	1018.80	815.00	71.10	1089.90	871.90
	third six months of experience	1198.60	958.90	83.60	1282.20	1,025.80
	next four months of experience	1377.60	1,102.10	96.10	1473.70	1,179.00
	Thereafter, the wage specified in (xiv)(i) i.e.	1557.10	1,245.70	108.60	1665.70	1,332.60
(xv)	<b>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:</b>	1267.40	1,013.90	88.40	1355.80	1,084.60
(xvi)	<b>General Worker/Traveller's Assistant, Cloakroom Supervisor and/or Attendant, Teamaker employed after 30-06-1987:</b>	1091.00	872.80	76.10	1167.10	933.70

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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:	1091.00	872.80	76.10	1167.10	933.70
		(ii) Learners:					
		first six months of experience	839.90	671.90	58.60	898.50	850.00
		second six months of experience	923.20	738.60	64.40	987.60	850.00
		third six months of experience	1007.50	806.00	70.30	1077.80	862.20
		Thereafter, the wage specified in (xvii) (i) i.e.	1091.00	872.80	76.10	1167.10	933.70

**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.**