

**NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY NORTHERN REGION (MILLINERY) 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 7.5% (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
(a)	Supervisor:	1946.10	1,556.90	135.80	2,081.90	1,665.50
(b)	Milliner (Upgrade to Trimmer):					
	(i) Qualified	1543.50	1,234.80	107.70	1,651.20	1,321.00
	(ii) Learners:					
	first six months of experience	1093.60	874.90	76.30	1,169.90	935.90
	second six months of experience	1195.90	956.70	83.40	1,279.30	1,023.40
	third six months of experience	1313.00	1,050.40	91.60	1,404.60	1,123.70
	next four months of experience	1456.00	1,164.80	101.60	1,557.60	1,246.10
	Thereafter, the wage specified in (b)(i) i.e.	1543.50	1,234.80	107.70	1,651.20	1,321.00
(c)	(1) Blocker-Front (Upgrade from Assistant Blocker):					
	(i) Qualified:	1298.80	1,039.00	90.60	1,389.40	1,111.50
	(ii) Learners:					
	first six months of experience	1076.50	861.20	75.10	1,151.60	921.30
	second six months of experience	1111.40	889.10	77.50	1,188.90	951.10
	third six months of experience	1181.60	945.30	82.40	1,264.00	1,011.20
	next four months of experience	1236.50	989.20	86.30	1,322.80	1,058.20
	Thereafter, the wage specified in (c)(1)(i)	1298.80	1,039.00	90.60	1,389.40	1,111.50
	(2) Driver:	1298.80	1,039.00	90.60	1,389.40	1,111.50
	Machine Operator & Chopper-Out:					
	(i) Qualified:	1202.00	961.60	83.90	1,285.90	1,028.70
	(ii) Learners:					
	first six months of experience	757.90	606.30	52.90	820.00	820.00
	second six months of experience	866.00	692.80	60.40	926.40	820.00
	third six months of experience	927.30	741.80	64.70	992.00	820.00
	next four months of experience	1070.50	856.40	74.70	1,145.20	916.20
	Thereafter, the wage specified in (d)(i) i.e.	1202.00	961.60	83.90	1,285.90	1,028.70
(e)	Trimmer/General Worker/Labourer/Assistant Blocker:					
	(i) Qualified:	1024.50	819.60	71.50	1,096.00	876.80
	(ii) Learners:					
	first six months of experience	757.90	606.30	52.90	820.00	820.00
	second six months of experience	830.70	664.60	58.00	888.70	820.00
	third six months of experience	891.90	713.50	62.20	954.10	820.00
	next four months of experience	959.80	767.80	67.00	1,026.80	821.40
	Thereafter, the wage specified in (e)(i) i.e.	1024.50	819.60	71.50	1,096.00	876.80
(f)	Boiler Attendant & Watchman:	1120.50	896.40	78.20	1,198.70	959.00

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.