

**NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY NORTHERN REGION (MILLINERY) NEW
WAGE RATES NEGOTIATED BY THE PARTIES
FOR THE PERIOD 1 SEPTEMBER 2019 TO 31 AUGUST 2020**

| WAGES | GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) | | | | | |
|---|--|---|---|---|---|--|
| | Wage per Week from 01 Sep 2018 to 31 Aug 2019 | New Employees 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 | |
| (a) Supervisor: | 1950.70 | 1,560.60 | 136.10 | 2,086.80 | 1,669.40 | |
| (b) Milliner (Upgrade to Trimmer): | | | | | | |
| (i) Qualified | 1547.60 | 1,238.10 | 108.00 | 1,655.60 | 1,324.50 | |
| (ii) Learners: | | | | | | |
| first six months of experience | 1096.20 | 877.00 | 76.50 | 1,172.70 | 938.20 | |
| second six months of experience | 1198.60 | 958.90 | 83.60 | 1,282.20 | 1,025.80 | |
| third six months of experience | 1316.00 | 1,052.80 | 91.80 | 1,407.80 | 1,126.20 | |
| next four months of experience | 1459.50 | 1,167.60 | 101.80 | 1,561.30 | 1,249.00 | |
| Thereafter, the wage specified in (b)(i) i.e. | 1547.60 | 1,238.10 | 108.00 | 1,655.60 | 1,324.50 | |
| (c) (1) Blocker-Front (Upgrade from Assistant Blocker): | | | | | | |
| (i) Qualified: | 1301.90 | 1,041.50 | 90.80 | 1,392.70 | 1,114.20 | |
| (ii) Learners: | | | | | | |
| first six months of experience | 1079.10 | 863.30 | 75.30 | 1,154.40 | 923.50 | |
| second six months of experience | 1113.90 | 891.10 | 77.70 | 1,191.60 | 953.30 | |
| third six months of experience | 1184.30 | 947.40 | 82.60 | 1,266.90 | 1,013.50 | |
| next four months of experience | 1239.60 | 991.70 | 86.50 | 1,326.10 | 1,060.90 | |
| Thereafter, the wage specified in (c)(1)(i) i.e. | 1301.90 | 1,041.50 | 90.80 | 1,392.70 | 1,114.20 | |
| (2) Driver: | 1301.90 | 1,041.50 | 90.80 | 1,392.70 | 1,114.20 | |
| Machine Operator & Chopper-Out: | | | | | | |
| (i) Qualified: | 1204.50 | 963.60 | 84.00 | 1,288.50 | 1,030.80 | |
| (ii) Learners: | | | | | | |
| first six months of experience | 759.80 | 607.80 | 53.00 | 820.00 | 820.00 | |
| second six months of experience | 868.00 | 694.40 | 60.60 | 928.60 | 820.00 | |
| third six months of experience | 929.60 | 743.70 | 64.90 | 994.50 | 820.00 | |
| next four months of experience | 1073.00 | 858.40 | 74.90 | 1,147.90 | 918.30 | |
| Thereafter, the wage specified in (d)(i) i.e. | 1204.50 | 963.60 | 84.00 | 1,288.50 | 1,030.80 | |
| (e) Trimmer/General Worker/Labourer/Assistant Blocker: | | | | | | |
| (i) Qualified: | 1026.90 | 821.50 | 71.60 | 1,098.50 | 878.80 | |
| (ii) Learners: | | | | | | |
| first six months of experience | 759.80 | 607.80 | 53.00 | 820.00 | 820.00 | |
| second six months of experience | 832.60 | 666.10 | 58.10 | 890.70 | 820.00 | |
| third six months of experience | 894.30 | 715.40 | 62.40 | 956.70 | 820.00 | |
| next four months of experience | 961.90 | 769.50 | 67.10 | 1,029.00 | 823.20 | |
| Thereafter, the wage specified in (e)(i) i.e. | 1026.90 | 821.50 | 71.60 | 1,098.50 | 878.80 | |
| (f) Boiler Attendant & Watchman: | 1123.40 | 898.70 | 78.40 | 1,201.80 | 961.40 | |
| 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. | | | | | | |