

**NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY MAIN COLLECTIVE AGREEMENT FOR THE NON-METRO AREAS  
NEW WAGE RATES NEGOTIATED BY THE PARTIES FOR THE PERIOD  
01 SEPTEMBER 2018 TO 31 AUGUST 2019**

Category / Occupation	In the Magisterial Districts of Camperdown, uMzinto, Paarl, Stellenbosch and Uitenhage (Non-Metro A)					All Other Areas (Non-Metro B)				
	Wage per week from 1 Sep 2017 to 31 Aug 2018	New Employees on Incentivised Scheme Effective 1 September 2017 = 80%	Across-the-Board Increase of 7.5%	Wage per week from 1 Sep 2018 to 31 Aug 2019	New Employees on Incentivised Scheme Effective 1 September 2018 = 80%	Wage per week from 1 Sep 2017 to 31 Aug 2018	New Employees on Incentivised Scheme Effective 1 September 2017 = 80%	Across-the-Board Increase of 7.5%	Wage per week from 1 Sep 2018 to 31 Aug 2019	New Employees on Incentivised Scheme Effective 1 September 2018 = 80%
<b>Category A</b>										
0 - 6 months	842.00	673.50	63.00	905.00	724.00	814.00	651.00	61.00	875.00	700.00
Thereafter	900.50	720.50	67.50	968.00	774.50	849.50	679.50	63.50	913.00	730.50
<b>Category B</b>										
0 - 6 months	840.50	672.50	63.00	903.50	723.00	824.00	659.00	62.00	886.00	709.00
7 - 12 months	880.00	704.00	66.00	946.00	757.00	848.50	679.00	63.50	912.00	729.50
13 - 18 months	921.50	737.00	69.00	990.50	792.50	872.00	697.50	65.50	937.50	750.00
Thereafter	975.50	780.50	73.00	1,048.50	839.00	902.00	721.50	67.50	969.50	775.50
<b>Category C</b>										
0 - 6 months	869.00	695.00	65.00	934.00	747.00	828.50	663.00	62.00	890.50	712.50
7 - 12 months	956.00	765.00	71.50	1,027.50	822.00	878.50	703.00	66.00	944.50	755.50
13 - 18 months	1,043.50	835.00	78.50	1,122.00	897.50	930.00	744.00	70.00	1,000.00	800.00
19 - 22 months	1,128.50	903.00	84.50	1,213.00	970.50	985.50	788.50	74.00	1,059.50	847.50
Thereafter	1,215.00	972.00	91.00	1,306.00	1,045.00	1,041.50	833.00	78.00	1,119.50	895.50
<b>Category D</b>										
0 - 6 months	869.00	695.00	65.00	934.00	747.00	828.50	663.00	62.00	890.50	712.50
7 - 12 months	933.00	746.50	70.00	1,003.00	802.50	866.00	693.00	65.00	931.00	745.00
13 - 18 months	1,019.00	815.00	76.50	1,095.50	876.50	904.00	723.00	68.00	972.00	777.50
19 - 22 months	1,061.00	849.00	79.50	1,140.50	912.50	942.00	753.50	70.50	1,012.50	810.00
Thereafter	1,195.50	956.50	89.50	1,285.00	1,028.00	1,029.00	823.00	77.00	1,106.00	885.00
<b>Category E</b>										
0 - 6 months	912.00	729.50	68.50	980.50	784.50	854.00	683.00	64.00	918.00	734.50
7 - 12 months	1,013.50	811.00	76.00	1,089.50	871.50	914.50	731.50	68.50	983.00	786.50
13 - 18 months	1,130.00	904.00	85.00	1,215.00	972.00	986.50	789.00	74.00	1,060.50	848.50
19 - 22 months	1,244.50	995.50	93.50	1,338.00	1,070.50	1,062.00	849.50	79.50	1,141.50	913.00
Thereafter	1,369.50	1,095.50	102.50	1,472.00	1,177.50	1,140.50	912.50	85.50	1,226.00	981.00
<b>Band Knife Cutter</b>										
0 - 6 months	835.00	668.00	62.50	897.50	718.00	808.50	647.00	60.50	869.00	695.00
7 - 12 months	900.50	720.50	67.50	968.00	774.50	846.50	677.00	63.50	910.00	728.00
13 - 18 months	963.00	770.50	72.00	1,035.00	828.00	884.00	707.00	66.50	950.50	760.50
19 - 22 months	1,031.00	825.00	77.50	1,108.50	887.00	923.50	739.00	69.50	993.00	794.50
Thereafter	1,135.00	908.00	85.00	1,220.00	976.00	991.00	793.00	74.50	1,065.50	852.50
<b>Clerical</b>										
0 - 6 months	856.50	685.00	64.00	920.50	736.50	821.00	657.00	61.50	882.50	706.00
7 - 12 months	937.50	750.00	70.50	1,008.00	806.50	869.50	695.50	65.00	934.50	747.50
13 - 18 months	1,003.50	803.00	75.50	1,079.00	863.00	908.00	726.50	68.00	976.00	781.00
Thereafter	1,153.00	922.50	86.50	1,239.50	991.50	1,000.50	800.50	75.00	1,075.50	860.50
<b>Assistant Head Cutter</b>	1,329.00	1,063.00	99.50	1,428.50	1,143.00	1,115.50	892.50	83.50	1,199.00	959.00
<b>Head Cutter</b>	1,604.50	1,283.50	120.50	1,725.00	1,380.00	1,293.50	1,035.00	97.00	1,390.50	1,112.50
<b>Foreperson</b>	1,439.00	1,151.00	108.00	1,547.00	1,237.50	1,217.50	974.00	91.50	1,309.00	1,047.00
<b>Watchperson</b>	1,000.00	800.00	75.00	1,075.00	860.00	905.00	724.00	68.00	973.00	778.50
<b>Driver 1 (454kg)</b>	953.00	762.50	71.50	1,024.50	819.50	877.50	702.00	66.00	943.50	755.00
<b>Driver 2 (454 - 2722kg)</b>	1,020.00	816.00	76.50	1,096.50	877.00	917.50	734.00	69.00	986.50	789.00
<b>Driver 3 (2722 - 4540kg)</b>	1,152.00	921.50	86.50	1,238.50	991.00	1,000.00	800.00	75.00	1,075.00	860.00
<b>Driver 4 (4540kg)</b>	1,344.00	1,075.00	101.00	1,445.00	1,156.00	1,125.50	900.50	84.50	1,210.00	968.00

**NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with effect from 1 September 2018 Increase the Weekly Wage for those employees by the agreed Wage Increase of 7.5% in Non-Metro A and Non-Metro B.**