

**NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY
FREE STATE AND NORTHERN CAPE REGION NEW WAGE RATES NEGOTIATED BY THE PARTIES
FOR THE PERIOD 01 SEPTEMBER 2015 TO 31 AUGUST 2016**

WAGES		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)				
DESCRIPTION OF OCCUPATION		Wages per Week from 01 Sep 2014 to 31 Aug 2015	New Employees on Incentivised Scheme Effective 1 September 2014 = 80%	Across the board Increase 7.4%	Wages per Week from 01 Sep 2015 to 31 Aug 2016	New Employees on Incentivised Scheme Effective 1 September 2015 = 80%
		R	R	R	R	R
A. ALL AREAS						
(i)	(a) Foreman	2 628,50	2 103,00	194,50	2 823,00	2 258,50
	(b) Supervisor/Quality Controller					
	(i) Qualified	1 074,00	859,00	79,50	1 153,50	923,00
	(ii) Learners					
	first six months of experience	737,50	590,00	54,50	792,00	633,50
	second six months of experience	880,50	704,50	65,00	945,50	756,50
	Thereafter, the wage specified in (ii)(i) i.e.	1 074,00	859,00	79,50	1 153,50	923,00
	(c) Cloakroom Supervisor/Watchman	748,50	599,00	55,50	804,00	643,00
	(d) Mechanic	2 465,50	1 972,50	182,50	2 648,00	2 118,50
	(e) Unqualified Mechanic	918,50	735,00	68,00	986,50	789,00
	(f) Watchman	748,50	599,00	55,50	804,00	643,00
	(g) Labourer	585,00	468,00	43,50	628,50	503,00
	(h) Boiler Attendant	643,50	515,00	47,50	691,00	553,00
(ii)	Pattern Grader					
	(i) Qualified	1 392,50	1 114,00	103,00	1 495,50	1 196,50
	(ii) Learners					
	first six months of experience	537,50	430,00	40,00	577,50	462,00
	second six months of experience	644,50	515,50	47,50	692,00	553,50
	third six months of experience	750,50	600,50	55,50	806,00	645,00
	fourth six months of experience	859,50	687,50	63,50	923,00	738,50
	fifth six months of experience	965,00	772,00	71,50	1 036,50	829,00
	sixth six months of experience	1 070,50	856,50	79,00	1 149,50	919,50
	seventh six months of experience	1 177,50	942,00	87,00	1 264,50	1 011,50
	next four months of experience	1 284,00	1 027,00	95,00	1 379,00	1 103,00
	Thereafter, the wage specified in (ii)(i) i.e.	1 392,50	1 114,00	103,00	1 495,50	1 196,50
(iii)	Marker-In					
	(i) Qualified	1 074,00	859,00	79,50	1 153,50	923,00
	(ii) Learners					
	first six months of experience	537,50	430,00	40,00	577,50	462,00
	second six months of experience	603,50	483,00	44,50	648,00	518,50
	third six months of experience	674,50	539,50	50,00	724,50	579,50
	fourth six months of experience	739,50	591,50	54,50	794,00	635,00
	fifth six months of experience	807,50	646,00	60,00	867,50	694,00
	sixth six months of experience	872,50	698,00	64,50	937,00	749,50
	seventh six months of experience	940,00	752,00	69,50	1 009,50	807,50
	next four months of experience	1 005,50	804,50	74,50	1 080,00	864,00
	Thereafter, the wage specified in (iii)(i) i.e.	1 074,00	859,00	79,50	1 153,50	923,00
(iv)	Shaper & Chopper-out, other than an interlining and/or trimming chopper-out					
	(i) Qualified	861,00	689,00	63,50	924,50	739,50
	(ii) Learners					
	first six months of experience	510,50	408,50	38,00	548,50	439,00
	second six months of experience	570,00	456,00	42,00	612,00	489,50
	third six months of experience	629,00	503,00	46,50	675,50	540,50
	fourth six months of experience	686,50	549,00	51,00	737,50	590,00
	fifth six months of experience	744,50	595,50	55,00	799,50	639,50
	next four months of experience	803,00	642,50	59,50	862,50	690,00

**NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY
FREE STATE AND NORTHERN CAPE REGION NEW WAGE RATES NEGOTIATED BY THE PARTIES
FOR THE PERIOD 01 SEPTEMBER 2015 TO 31 AUGUST 2016**

DESCRIPTION OF OCCUPATION		Wages per Week from 01 Sep 2014 to 31 Aug 2015	New Employees on Incentivised Scheme Effective 1 September 2014 – 80%	Across the board Increase 7.4%	Wages per Week from 01 Sep 2015 to 31 Aug 2016	New Employees on Incentivised Scheme Effective 1 September 2015 – 80%
		R	R	R	R	R
	Thereafter, the wage specified in (iv)(i) i.e.	861,00	689,00	63,50	924,50	739,50
(v)	Checker, Examiner and/or Passer					
	(i) Qualified	748,50	599,00	55,50	804,00	643,00
	(ii) Learners					
	first six months of experience	510,50	408,50	38,00	548,50	439,00
	second six months of experience	570,00	456,00	42,00	612,00	489,50
	third six months of experience	629,00	503,00	46,50	675,50	540,50
	next four months of experience	687,00	549,50	51,00	738,00	590,50
	Thereafter, the wage specified in (v)(i) i.e.	748,50	599,00	55,50	804,00	643,00
(vi)	(a) Invoice Clerk					
	(i) Qualified	1 074,00	859,00	79,50	1 153,50	923,00
	(ii) Learners					
	first six months of experience	774,00	619,00	57,50	831,50	665,00
	Thereafter, the wage specified in (vi)(a)(i)	1 074,00	859,00	79,50	1 153,50	923,00
	(b) Despatch Clerk, Factory Clerk and/or Stores Clerk					
	(i) Qualified	787,00	629,50	58,00	845,00	676,00
	(ii) Learners					
	first six months of experience	565,00	452,00	42,00	607,00	485,50
	second six months of experience	675,50	540,50	50,00	725,50	580,50
	Thereafter, the wage specified in (vi)(b)(i) i.e.	787,00	629,50	58,00	845,00	676,00
(vii)	Sewing Machinist engaged in setting in sleeves and/or sewing round men's and ladies' tailored coats and overcoats:					
	(i) Qualified	847,50	678,00	62,50	910,00	728,00
	(ii) Learners					
	first six months of experience	510,50	408,50	38,00	548,50	439,00
	second six months of experience	566,50	453,00	42,00	608,50	487,00
	third six months of experience	622,00	497,50	46,00	668,00	534,50
	fourth six months of experience	678,00	542,50	50,00	728,00	582,50
	fifth six months of experience	733,50	587,00	54,50	788,00	630,50
	next four months of experience	791,50	633,00	58,50	850,00	680,00
	Thereafter, the wage specified in (vii)(i) i.e.	847,50	678,00	62,50	910,00	728,00
(viii)	Driver of a Motor Vehicle, the unladen mass of which together with the unladen mass of any trailer/trailers drawn by such vehicle—:					
	(a) Does not exceed 2 722 kg	927,00	741,50	68,50	995,50	796,50
	(b) Exceeds 2 722 kg	1 077,00	861,50	79,50	1 156,50	925,00
(ix)	Part-time Driver of a Motor Vehicle	843,50	675,00	62,50	906,00	725,00
(x)	Knitting Machine Operator					
	(i) Qualified	1 103,50	883,00	81,50	1 185,00	948,00
	(ii) Learners					
	first six months of experience	510,50	408,50	38,00	548,50	439,00
	second six months of experience	611,00	489,00	45,00	656,00	525,00
	third six months of experience	708,50	567,00	52,50	761,00	609,00
	fourth six months of experience	808,00	646,50	60,00	868,00	694,50
	fifth six months of experience	905,50	724,50	67,00	972,50	778,00
	next four months of experience	1 006,00	805,00	74,50	1 080,50	864,50
	Thereafter, the wage specified in (x)(i) i.e.	1 103,50	883,00	81,50	1 185,00	948,00

**NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY
FREE STATE AND NORTHERN CAPE REGION NEW WAGE RATES NEGOTIATED BY THE PARTIES
FOR THE PERIOD 01 SEPTEMBER 2015 TO 31 AUGUST 2016**

DESCRIPTION OF OCCUPATION		Wages per Week from 01 Sep 2014 to 31 Aug 2015	New Employees on Incentivised Scheme Effective 1 September 2014 – 80%	Across the board Increase 7.4%	Wages per Week from 01 Sep 2015 to 31 Aug 2016	New Employees on Incentivised Scheme Effective 1 September 2015 – 80%
		R	R	R	R	R
(xi)	Maintenance hand					
	(i) Qualified	633,00	506,50	47,00	680,00	544,00
	(ii) Learners					
	first six months of experience	510,50	408,50	38,00	548,50	439,00
	second six months of experience	535,50	428,50	39,50	575,00	460,00
	third six months of experience	556,00	445,00	41,00	597,00	477,50
	fourth six months of experience	582,00	465,50	43,00	625,00	500,00
	next four months of experience	610,50	488,50	45,00	655,50	524,50
	Thereafter, the wage specified in (xi)(i) i.e.	633,00	506,50	47,00	680,00	544,00
B. IN THE MAGISTERIAL DISTRICTS OF BLOEMFONTEIN, KIMBERLEY AND KROONSTAD						
(i) (a)	Sewing Machinist					
	(i) Qualified	748,50	599,00	55,50	804,00	643,00
	(ii) Learners					
	first six months of experience	510,50	408,50	38,00	548,50	439,00
	second six months of experience	550,00	440,00	40,50	590,50	472,50
	third six months of experience	589,00	471,00	43,50	632,50	506,00
	Thereafter, the wage specified in (i)(i) i.e.	748,50	599,00	55,50	804,00	643,00
(i) (b)	Invisible Mender, Finisher, Presser, Trimmer, Marker-In and/or Chopper-out of linings and trimmings, Former Scriber and Screen Printer					
	(i) Qualified	748,50	599,00	55,50	804,00	643,00
	(ii) Learners					
	first six months of experience	510,50	408,50	38,00	548,50	439,00
	second six months of experience	550,00	440,00	40,50	590,50	472,50
	third six months of experience	589,00	471,00	43,50	632,50	506,00
	fourth six months of experience	629,00	503,00	46,50	675,50	540,50
	fifth six months of experience	668,00	534,50	49,50	717,50	574,00
	next four months of experience	708,00	566,50	52,50	760,50	608,50
	Thereafter, the wage specified in (i)(i) i.e.	748,50	599,00	55,50	804,00	643,00
	Set Leader and/or Team Leader	795,00	636,00	59,00	854,00	683,00
(ii)	General Worker/Pleater					
	(i) Qualified	565,00	452,00	42,00	607,00	485,50
	(ii) Learners					
	first six months of experience	510,50	408,50	38,00	548,50	439,00
	second six months of experience	537,00	429,50	39,50	576,50	461,00
	Thereafter, the wage specified in (ii)(i) i.e.	565,00	452,00	42,00	607,00	485,50
(iii)	Despatch Packer and Layer-up					
	(i) Qualified	584,50	467,50	43,50	628,00	502,50
	(ii) Learners					
	first six months of experience	510,50	408,50	38,00	548,50	439,00
	second six months of experience	547,00	437,50	40,50	587,50	470,00
	Thereafter, the wage specified in (iii)(i) i.e.	584,50	467,50	43,50	628,00	502,50
(iv)	Plain Sewer					
	(i) Qualified	611,00	489,00	45,00	656,00	525,00
	(ii) Learners					
	first six months of experience	510,50	408,50	38,00	548,50	439,00
	Thereafter, the wage specified in (iv)(i) i.e.	611,00	489,00	45,00	656,00	525,00
(v)	Sample Machinist	851,00	681,00	63,00	914,00	731,00
C. IN THE MAGISTERIAL DISTRICTS OF FRANKFORT, PARYS AND VREDEFORT						

**NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY
FREE STATE AND NORTHERN CAPE REGION NEW WAGE RATES NEGOTIATED BY THE PARTIES
FOR THE PERIOD 01 SEPTEMBER 2015 TO 31 AUGUST 2016**

DESCRIPTION OF OCCUPATION		Wages per Week from 01 Sep 2014 to 31 Aug 2015	New Employees on Incentivised Scheme Effective 1 September 2014 – 80%	Across the board Increase 7.4%	Wages per Week from 01 Sep 2015 to 31 Aug 2016	New Employees on Incentivised Scheme Effective 1 September 2015 – 80%
		R	R	R	R	R
(i) (a)	Sewing Machinist					
	(i) Qualified:	704,50	563,50	55,50	760,00	608,00
	(ii) Learners:					
	first six months of experience	483,00	386,50	38,00	521,00	417,00
	second six months of experience	520,00	416,00	40,50	560,50	448,50
	third six months of experience	557,00	445,50	43,50	600,50	480,50
	Thereafter, the wage specified in (i)(a)(i)	704,50	563,50	55,50	760,00	608,00
(i) (b)	Invisible Mender, Finisher, Presser, Trimmer, Marker-In and/or Chopper-out of linings and trimmings, Former Scriber and Screen Printer:					
	(i) Qualified:	704,50	563,50	55,50	760,00	608,00
	(ii) Learners:					
	first six months of experience	483,00	386,50	38,00	521,00	417,00
	second six months of experience	520,00	416,00	40,50	560,50	448,50
	third six months of experience	557,00	445,50	43,50	600,50	480,50
	fourth six months of experience	593,50	475,00	46,50	640,00	512,00
	fifth six months of experience	629,50	503,50	49,50	679,00	543,00
	Next four months of experience	666,50	533,00	52,50	719,00	575,00
	Thereafter, the wage specified in (i)(b)(i)	704,50	563,50	55,50	760,00	608,00
	Set Leader and/or Team Leader	749,00	599,00	59,00	808,00	646,50
(ii)	General Worker/Pleater					
	(i) Qualified	540,50	432,50	42,00	582,50	466,00
	(ii) Learners			0,00		
	first six months of experience	483,00	386,50	38,00	521,00	417,00
	second six months of experience	512,50	410,00	39,50	552,00	441,50
	Thereafter, the wage specified in (ii)(i) i.e.	540,50	432,50	42,00	582,50	466,00
(iii)	Despatch Packer					
	(i) Qualified	564,50	451,50	43,50	608,00	486,50
	(ii) Learners					
	first six months of experience	483,00	386,50	38,00	521,00	417,00
	second six months of experience	523,50	419,00	40,50	564,00	451,00
	Thereafter, the wage specified in (iii)(i) i.e.	564,50	451,50	43,50	608,00	486,50
(iv)	Layer-Up					
	(i) Qualified	559,50	447,50	43,50	603,00	482,50
	(ii) Learners					
	first six months of experience	483,00	386,50	38,00	521,00	417,00
	second six months of experience	524,00	419,00	40,50	564,50	451,50
	Thereafter, the wage specified in (iii)(i) i.e.	571,50	457,00	43,50	615,00	492,00
(v)	Plain Sewer					
	(i) Qualified	584,50	467,50	45,00	629,50	503,50
	(ii) Learners					
	first six months of experience	485,50	388,50	38,00	523,50	419,00
	Thereafter, the wage specified in (iv)(i) i.e.	584,50	467,50	45,00	629,50	503,50
(vi)	Sample Machinist	800,50	640,50	63,00	863,50	691,00

NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with effect from 1 September 2015, Increase the Weekly Wage for those employees by the agreed Wage Increase of 7.4% Across-the-Board.