

**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 2016 TO 31 AUGUST 2017**

WAGES		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)				
DESCRIPTION OF OCCUPATION		Wages per Week from 01 Sep 2015 to 31 Aug 2016	New Employees on Incentivised Scheme Effective 1 September 2015	Across the board Increase 8%	Wages per Week from 01 Sep 2016 to 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016
		R	R	R	R	R
A. ALL AREAS						
(i)	(a) Foreman	2 823.00	2 258.50	226.00	3 049.00	2 439.00
	(b) Supervisor/Quality Controller					
	(i) Qualified	1 153.50	923.00	92.50	1 246.00	997.00
	(ii) Learners					
	first six months of experience	792.00	633.50	63.50	855.50	684.50
	second six months of experience	945.50	756.50	75.50	1 021.00	817.00
	Thereafter, the wage specified in (ii)(i) i.e.	1 153.50	923.00	92.50	1 246.00	997.00
	(c) Cloakroom Supervisor/Watchman	804.00	643.00	64.50	868.50	695.00
	(d) Mechanic	2 648.00	2 118.50	212.00	2 860.00	2 288.00
	(e) Unqualified Mechanic	986.50	789.00	79.00	1 065.50	852.50
	(f) Watchman	804.00	643.00	64.50	868.50	695.00
	(g) Labourer	628.50	503.00	50.50	679.00	543.00
	(h) Boiler Attendant	691.00	553.00	55.50	746.50	597.00
(ii)	Pattern Grader					
	(i) Qualified	1 495.50	1 196.50	119.50	1 615.00	1 292.00
	(ii) Learners					
	first six months of experience	577.50	462.00	46.00	623.50	499.00
	second six months of experience	692.00	553.50	55.50	747.50	598.00
	third six months of experience	806.00	645.00	64.50	870.50	696.50
	fourth six months of experience	923.00	738.50	74.00	997.00	797.50
	fifth six months of experience	1 036.50	829.00	83.00	1 119.50	895.50
	sixth six months of experience	1 149.50	919.50	92.00	1 241.50	993.00
	seventh six months of experience	1 264.50	1 011.50	101.00	1 365.50	1 092.50
	next four months of experience	1 379.00	1 103.00	110.50	1 489.50	1 191.50
	Thereafter, the wage specified in (ii)(i) i.e.	1 495.50	1 196.50	119.50	1 615.00	1 292.00
(iii)	Marker-In					
	(i) Qualified	1 153.50	923.00	92.50	1 246.00	997.00
	(ii) Learners					
	first six months of experience	577.50	462.00	46.00	623.50	499.00
	second six months of experience	648.00	518.50	52.00	700.00	560.00
	third six months of experience	724.50	579.50	58.00	782.50	626.00
	fourth six months of experience	794.00	635.00	63.50	857.50	686.00
	fifth six months of experience	867.50	694.00	69.50	937.00	749.50
	sixth six months of experience	937.00	749.50	75.00	1 012.00	809.50
	seventh six months of experience	1 009.50	807.50	81.00	1 090.50	872.50
	next four months of experience	1 080.00	864.00	86.50	1 166.50	933.00
	Thereafter, the wage specified in (iii)(i) i.e.	1 153.50	923.00	92.50	1 246.00	997.00
(iv)	Shaper & Chopper-out, other than an interlining and/or trimming chopper-out					
	(i) Qualified	924.50	739.50	74.00	998.50	799.00
	(ii) Learners					
	first six months of experience	548.50	439.00	44.00	592.50	474.00
	second six months of experience	612.00	489.50	49.00	661.00	529.00
	third six months of experience	675.50	540.50	54.00	729.50	583.50
	fourth six months of experience	737.50	590.00	59.00	796.50	637.00
	fifth six months of experience	799.50	639.50	64.00	863.50	691.00
	next four months of experience	862.50	690.00	69.00	931.50	745.00

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		R	R	R	R	R
	Thereafter, the wage specified in (iv)(i) i.e.	924.50	739.50	74.00	998.50	799.00
(v)	Checker, Examiner and/or Passer					
	(i) Qualified	804.00	643.00	64.50	868.50	695.00
	(ii) Learners					
	first six months of experience	548.50	439.00	44.00	592.50	474.00
	second six months of experience	612.00	489.50	49.00	661.00	529.00
	third six months of experience	675.50	540.50	54.00	729.50	583.50
	next four months of experience	738.00	590.50	59.00	797.00	637.50
	Thereafter, the wage specified in (v)(i) i.e.	804.00	643.00	64.50	868.50	695.00
(vi)	(a) Invoice Clerk					
	(i) Qualified	1 153.50	923.00	92.50	1 246.00	997.00
	(ii) Learners					
	first six months of experience	831.50	665.00	66.50	898.00	718.50
	Thereafter, the wage specified in (vi)(a)(i)	1 153.50	923.00	92.50	1 246.00	997.00
	(b) Despatch Clerk, Factory Clerk and/or Stores Clerk					
	(i) Qualified	845.00	676.00	67.50	912.50	730.00
	(ii) Learners					
	first six months of experience	607.00	485.50	48.50	655.50	524.50
	second six months of experience	725.50	580.50	58.00	783.50	627.00
	Thereafter, the wage specified in (vi)(b)(i) i.e.	845.00	676.00	67.50	912.50	730.00
(vii)	Sewing Machinist engaged in setting in sleeves and/or sewing round men's and ladies' tailored coats and overcoats:					
	(i) Qualified	910.00	728.00	73.00	983.00	786.50
	(ii) Learners					
	first six months of experience	548.50	439.00	44.00	592.50	474.00
	second six months of experience	608.50	487.00	48.50	657.00	525.50
	third six months of experience	668.00	534.50	53.50	721.50	577.00
	fourth six months of experience	728.00	582.50	58.00	786.00	629.00
	fifth six months of experience	788.00	630.50	63.00	851.00	681.00
	next four months of experience	850.00	680.00	68.00	918.00	734.50
	Thereafter, the wage specified in (vii)(i) i.e.	910.00	728.00	73.00	983.00	786.50
(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	995.50	796.50	79.50	1 075.00	860.00
	(b) Exceeds 2 722 kg	1 156.50	925.00	92.50	1 249.00	999.00
(ix)	Part-time Driver of a Motor Vehicle	906.00	725.00	72.50	978.50	783.00
(x)	Knitting Machine Operator					
	(i) Qualified	1 185.00	948.00	95.00	1 280.00	1 024.00
	(ii) Learners					
	first six months of experience	548.50	439.00	44.00	592.50	474.00
	second six months of experience	656.00	525.00	52.50	708.50	567.00
	third six months of experience	761.00	609.00	61.00	822.00	657.50
	fourth six months of experience	868.00	694.50	69.50	937.50	750.00
	fifth six months of experience	972.50	778.00	78.00	1 050.50	840.50
	next four months of experience	1 080.50	864.50	86.50	1 167.00	933.50
	Thereafter, the wage specified in (x)(i) i.e.	1 185.00	948.00	95.00	1 280.00	1 024.00

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		R	R	R	R	R
(xi)	Maintenance hand					
	(i) Qualified	680.00	544.00	54.50	734.50	587.50
	(ii) Learners					
	first six months of experience	548.50	439.00	44.00	592.50	474.00
	second six months of experience	575.00	460.00	46.00	621.00	497.00
	third six months of experience	597.00	477.50	48.00	645.00	516.00
	fourth six months of experience	625.00	500.00	50.00	675.00	540.00
	next four months of experience	655.50	524.50	52.50	708.00	566.50
	Thereafter, the wage specified in (xi)(i) i.e.	680.00	544.00	54.50	734.50	587.50
B. IN THE MAGISTERIAL DISTRICTS OF BLOEMFONTEIN, KIMBERLEY AND KROONSTAD						
(i) (a)	Sewing Machinist					
	(i) Qualified	804.00	643.00	64.50	868.50	695.00
	(ii) Learners					
	first six months of experience	548.50	439.00	44.00	592.50	474.00
	second six months of experience	590.50	472.50	47.00	637.50	510.00
	third six months of experience	632.50	506.00	50.50	683.00	546.50
	Thereafter, the wage specified in (i)(i) i.e.	804.00	643.00	64.50	868.50	695.00
(i) (b)	Invisible Mender, Finisher, Presser, Trimmer, Marker-In and/or Chopper-out of linings and trimmings, Former Scriber and Screen Printer					
	(i) Qualified	804.00	643.00	64.50	868.50	695.00
	(ii) Learners					
	first six months of experience	548.50	439.00	44.00	592.50	474.00
	second six months of experience	590.50	472.50	47.00	637.50	510.00
	third six months of experience	632.50	506.00	50.50	683.00	546.50
	fourth six months of experience	675.50	540.50	54.00	729.50	583.50
	fifth six months of experience	717.50	574.00	57.50	775.00	620.00
	next four months of experience	760.50	608.50	61.00	821.50	657.00
	Thereafter, the wage specified in (i)(i) i.e.	804.00	643.00	64.50	868.50	695.00
	Set Leader and/or Team Leader	854.00	683.00	68.50	922.50	738.00
(ii)	General Worker/Pleater					
	(i) Qualified	607.00	485.50	48.50	655.50	524.50
	(ii) Learners					
	first six months of experience	548.50	439.00	44.00	592.50	474.00
	second six months of experience	576.50	461.00	46.00	622.50	498.00
	Thereafter, the wage specified in (ii)(i) i.e.	607.00	485.50	48.50	655.50	524.50
(iii)	Despatch Packer and Layer-up					
	(i) Qualified	628.00	502.50	50.00	678.00	542.50
	(ii) Learners					
	first six months of experience	548.50	439.00	44.00	592.50	474.00
	second six months of experience	587.50	470.00	47.00	634.50	507.50
	Thereafter, the wage specified in (iii)(i) i.e.	628.00	502.50	50.00	678.00	542.50
(iv)	Plain Sewer					
	(i) Qualified	656.00	525.00	52.50	708.50	567.00
	(ii) Learners					
	first six months of experience	548.50	439.00	44.00	592.50	474.00
	Thereafter, the wage specified in (iv)(i) i.e.	656.00	525.00	52.50	708.50	567.00
(v)	Sample Machinist	914.00	731.00	73.00	987.00	789.50
C. IN THE MAGISTERIAL DISTRICTS OF FRANKFORT, PARYS AND VREDEFORT						

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		R	R	R	R	R
(i) (a)	Sewing Machinist					
	(i) Qualified:	760.00	608.00	64.50	824.50	659.50
	(ii) Learners:					
	first six months of experience	521.00	417.00	44.00	565.00	452.00
	second six months of experience	560.50	448.50	47.00	607.50	486.00
	third six months of experience	600.50	480.50	50.50	651.00	521.00
	Thereafter, the wage specified in (i)(a)(i)	760.00	608.00	64.50	824.50	659.50
(i) (b)	Invisible Mender, Finisher, Presser, Trimmer, Marker-In and/or Chopper-out of linings and trimmings. Former Scriber and Screen Printer:					
	(i) Qualified:	760.00	608.00	64.50	824.50	659.50
	(ii) Learners:					
	first six months of experience	521.00	417.00	44.00	565.00	452.00
	second six months of experience	560.50	448.50	47.00	607.50	486.00
	third six months of experience	600.50	480.50	50.50	651.00	521.00
	fourth six months of experience	640.00	512.00	54.00	694.00	555.00
	fifth six months of experience	679.00	543.00	57.50	736.50	589.00
	Next four months of experience	719.00	575.00	61.00	780.00	624.00
	Thereafter, the wage specified in (i)(b)(i)	760.00	608.00	64.50	824.50	659.50
	Set Leader and/or Team Leader	808.00	646.50	68.50	876.50	701.00
(ii)	General Worker/Pleater					
	(i) Qualified	582.50	466.00	48.50	631.00	505.00
	(ii) Learners					
	first six months of experience	521.00	417.00	44.00	565.00	452.00
	second six months of experience	552.00	441.50	46.00	598.00	478.50
	Thereafter, the wage specified in (ii)(i) i.e.	582.50	466.00	48.50	631.00	505.00
(iii)	Despatch Packer					
	(i) Qualified	608.00	486.50	50.00	658.00	526.50
	(ii) Learners					
	first six months of experience	521.00	417.00	44.00	565.00	452.00
	second six months of experience	564.00	451.00	47.00	611.00	489.00
	Thereafter, the wage specified in (iii)(i) i.e.	608.00	486.50	50.00	658.00	526.50
(iv)	Layer-Up					
	(i) Qualified	603.00	482.50	50.00	653.00	522.50
	(ii) Learners					
	first six months of experience	521.00	417.00	44.00	565.00	452.00
	second six months of experience	564.50	451.50	47.00	611.50	489.00
	Thereafter, the wage specified in (iii)(i) i.e.	615.00	492.00	50.00	665.00	532.00
(v)	Plain Sewer					
	(i) Qualified	629.50	503.50	52.50	682.00	545.50
	(ii) Learners					
	first six months of experience	523.50	419.00	44.00	567.50	454.00
	Thereafter, the wage specified in (iv)(i) i.e.	629.50	503.50	52.50	682.00	545.50
(vi)	Sample Machinist	863.50	691.00	73.00	936.50	749.00

NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with effect from 1 September 2016, increase the Weekly Wage for those employees by the agreed Wage Increase of 8% Across-the-Board.