

**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 2018 TO 31 AUGUST 2019**

WAGES		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)				
DESCRIPTION OF OCCUPATION		Wages per Week from 01 Sep 2017 to 31 Aug 2018	New Employees on Incentivised Scheme Effective 1 September 2017	Across the board Increase 7.5%	Wages per Week from 01 Sep 2018 to 31 Aug 2019	New Employees on Incentivised Scheme Effective 1 September 2018
		R	R	R	R	R
<b>A. ALL AREAS</b>						
(i)	<b>(a) Foreman</b>	3 280.50	2 624.50	246.00	3 526.50	2 821.00
	<b>(b) Supervisor/Quality Controller</b>					
	(i) Qualified	1 340.50	1 072.50	100.50	1 441.00	1 153.00
	(ii) Learners					
	first six months of experience	920.50	736.50	69.00	989.50	791.50
	second six months of experience	1 098.50	879.00	82.50	1 181.00	945.00
	Thereafter, the wage specified in (ii)(i) i.e.	1 340.50	1 072.50	100.50	1 441.00	1 153.00
	<b>(c) Cloakroom Supervisor/Watchman</b>	934.50	747.50	70.00	1 004.50	803.50
	<b>(d) Mechanic</b>	3 077.50	2 462.00	231.00	3 308.50	2 647.00
	<b>(e) Unqualified Mechanic</b>	1 146.50	917.00	86.00	1 232.50	986.00
	<b>(f) Watchman</b>	934.50	747.50	70.00	1 004.50	803.50
	<b>(g) Labourer</b>	730.50	584.50	55.00	785.50	628.50
	<b>(h) Boiler Attendant</b>	803.00	642.50	60.00	863.00	690.50
(ii)	<b>Pattern Grader</b>					
	(i) Qualified	1 737.50	1 390.00	130.50	1 868.00	1 494.50
	(ii) Learners					
	first six months of experience	671.00	537.00	50.50	721.50	577.00
	second six months of experience	804.50	643.50	60.50	865.00	692.00
	third six months of experience	936.50	749.00	70.00	1 006.50	805.00
	fourth six months of experience	1 073.00	858.50	80.50	1 153.50	923.00
	fifth six months of experience	1 204.50	963.50	90.50	1 295.00	1 036.00
	sixth six months of experience	1 336.00	1 069.00	100.00	1 436.00	1 149.00
	seventh six months of experience	1 469.50	1 175.50	110.00	1 579.50	1 263.50
	next four months of experience	1 602.50	1 282.00	120.00	1 722.50	1 378.00
	Thereafter, the wage specified in (ii)(i) i.e.	1 737.50	1 390.00	130.50	1 868.00	1 494.50
(iii)	<b>Marker-In</b>					
	(i) Qualified	1 340.50	1 072.50	100.50	1 441.00	1 153.00
	(ii) Learners					
	first six months of experience	671.00	537.00	50.50	721.50	577.00
	second six months of experience	753.00	602.50	56.50	809.50	647.50
	third six months of experience	842.00	673.50	63.00	905.00	724.00
	fourth six months of experience	922.50	738.00	69.00	991.50	793.00
	fifth six months of experience	1 008.00	806.50	75.50	1 083.50	867.00
	sixth six months of experience	1 089.00	871.00	81.50	1 170.50	936.50
	seventh six months of experience	1 173.50	939.00	88.00	1 261.50	1 009.00
	next four months of experience	1 255.00	1 004.00	94.00	1 349.00	1 079.00
	Thereafter, the wage specified in (iii)(i) i.e.	1 340.50	1 072.50	100.50	1 441.00	1 153.00
(iv)	<b>Shaper &amp; Chopper-out, other than an interlining and/or trimming chopper-out</b>					
	(i) Qualified	1 074.50	859.50	80.50	1 155.00	924.00
	(ii) Learners					
	first six months of experience	637.50	510.00	48.00	685.50	548.50
	second six months of experience	711.00	569.00	53.50	764.50	611.50
	third six months of experience	785.00	628.00	59.00	844.00	675.00
	fourth six months of experience	857.00	685.50	64.50	921.50	737.00
	fifth six months of experience	929.00	743.00	69.50	998.50	799.00
	next four months of experience	1 002.50	802.00	75.00	1 077.50	862.00

**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 2018 TO 31 AUGUST 2019**

DESCRIPTION OF OCCUPATION		Wages per Week from 01 Sep 2017 to 31 Aug 2018	New Employees on Incentivised Scheme Effective 1 September 2017	Across the board Increase 7.5%	Wages per Week from 01 Sep 2018 to 31 Aug 2019	New Employees on Incentivised Scheme Effective 1 September 2018
		R	R	R	R	R
	Thereafter, the wage specified in (iv)(i) i.e.	1 074.50	859.50	80.50	1 155.00	924.00
<b>(v)</b>	<b>Checker, Examiner and/or Passer</b>					
	(i) Qualified	934.50	747.50	70.00	1 004.50	803.50
	(ii) Learners			-		
	first six months of experience	637.50	510.00	48.00	685.50	548.50
	second six months of experience	711.00	569.00	53.50	764.50	611.50
	third six months of experience	785.00	628.00	59.00	844.00	675.00
	next four months of experience	857.50	686.00	64.50	922.00	737.50
	Thereafter, the wage specified in (v)(i) i.e.	934.50	747.50	70.00	1 004.50	803.50
<b>(vi)</b>	<b>(a) Invoice Clerk</b>					
	(i) Qualified	1 340.50	1 072.50	100.50	1 441.00	1 153.00
	(ii) Learners					
	first six months of experience	966.00	773.00	72.50	1 038.50	831.00
	Thereafter, the wage specified in (vi)(a)(i)	1 340.50	1 072.50	100.50	1 441.00	1 153.00
	<b>(b) Despatch Clerk, Factory Clerk and/or Stores Clerk</b>					
	(i) Qualified	982.00	785.50	73.50	1 055.50	844.50
	(ii) Learners					
	first six months of experience	705.50	564.50	53.00	758.50	607.00
	second six months of experience	843.00	674.50	63.00	906.00	725.00
	Thereafter, the wage specified in (vi)(b)(i) i.e.	982.00	785.50	73.50	1 055.50	844.50
<b>(vii)</b>	<b>Sewing Machinist engaged in setting in sleeves and/or sewing round men's and ladies' tailored coats and overcoats:</b>					
	(i) Qualified	1 057.50	846.00	79.50	1 137.00	909.50
	(ii) Learners					
	first six months of experience	637.50	510.00	48.00	685.50	548.50
	second six months of experience	707.00	565.50	53.00	760.00	608.00
	third six months of experience	776.50	621.00	58.00	834.50	667.50
	fourth six months of experience	845.50	676.50	63.50	909.00	727.00
	fifth six months of experience	915.50	732.50	68.50	984.00	787.00
	next four months of experience	988.00	790.50	74.00	1 062.00	849.50
	Thereafter, the wage specified in (vii)(i) i.e.	1 057.50	846.00	79.50	1 137.00	909.50
<b>(viii)</b>	<b>Driver of a Motor Vehicle, the unladen mass of which together with the unladen mass of any trailer/trailers drawn by such vehicle—:</b>					
	(a) Does not exceed 2 722 kg	1 156.50	925.00	86.50	1 243.00	994.50
	(b) Exceeds 2 722 kg	1 344.00	1 075.00	101.00	1 445.00	1 156.00
<b>(ix)</b>	<b>Part-time Driver of a Motor Vehicle</b>	1 053.00	842.50	79.00	1 132.00	905.50
<b>(x)</b>	<b>Knitting Machine Operator</b>					
	(i) Qualified	1 377.50	1 102.00	103.50	1 481.00	1 185.00
	(ii) Learners					
	first six months of experience	637.50	510.00	48.00	685.50	548.50
	second six months of experience	762.50	610.00	57.00	819.50	655.50
	third six months of experience	884.50	707.50	66.50	951.00	761.00
	fourth six months of experience	1 009.00	807.00	75.50	1 084.50	867.50
	fifth six months of experience	1 130.50	904.50	85.00	1 215.50	972.50
	next four months of experience	1 255.50	1 004.50	94.00	1 349.50	1 079.50
	Thereafter, the wage specified in (x)(i) i.e.	1 377.50	1 102.00	103.50	1 481.00	1 185.00

**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 2018 TO 31 AUGUST 2019**

DESCRIPTION OF OCCUPATION		Wages per Week from 01 Sep 2017 to 31 Aug 2018	New Employees on Incentivised Scheme Effective 1 September 2017	Across the board Increase 7.5%	Wages per Week from 01 Sep 2018 to 31 Aug 2019	New Employees on Incentivised Scheme Effective 1 September 2018
		R	R	R	R	R
<b>(xi)</b>	<b>Maintenance hand</b>					
	(i) Qualified	790.50	632.50	59.50	850.00	680.00
	(ii) Learners					
	first six months of experience	637.50	510.00	48.00	685.50	548.50
	second six months of experience	668.00	534.50	50.00	718.00	574.50
	third six months of experience	694.00	555.00	52.00	746.00	597.00
	fourth six months of experience	726.50	581.00	54.50	781.00	625.00
	next four months of experience	762.00	609.50	57.00	819.00	655.00
	Thereafter, the wage specified in (xi)(i) i.e.	790.50	632.50	59.50	850.00	680.00
<b>B. IN THE MAGISTERIAL DISTRICTS OF BLOEMFONTEIN, KIMBERLEY AND KROONSTAD</b>						
<b>(i) (a)</b>	<b>Sewing Machinist</b>					
	(i) Qualified	934.50	747.50	70.00	1 004.50	803.50
	(ii) Learners					
	first six months of experience	637.50	510.00	48.00	685.50	548.50
	second six months of experience	686.00	549.00	51.50	737.50	590.00
	third six months of experience	735.00	588.00	55.00	790.00	632.00
	Thereafter, the wage specified in (i)(i) i.e.	934.50	747.50	70.00	1 004.50	803.50
<b>(i) (b)</b>	<b>Invisible Mender, Finisher, Presser, Trimmer, Marker-In and/or Chopper-out of linings and trimmings, Former Scriber and Screen Printer</b>					
	(i) Qualified	934.50	747.50	70.00	1 004.50	803.50
	(ii) Learners					
	first six months of experience	637.50	510.00	48.00	685.50	548.50
	second six months of experience	686.00	549.00	51.50	737.50	590.00
	third six months of experience	735.00	588.00	55.00	790.00	632.00
	fourth six months of experience	785.00	628.00	59.00	844.00	675.00
	fifth six months of experience	834.00	667.00	62.50	896.50	717.00
	next four months of experience	884.00	707.00	66.50	950.50	760.50
	Thereafter, the wage specified in (i)(i) i.e.	934.50	747.50	70.00	1 004.50	803.50
	<b>Set Leader and/or Team Leader</b>	992.50	794.00	74.50	1 067.00	853.50
<b>(ii)</b>	<b>General Worker/Pleater</b>					
	(i) Qualified	705.50	564.50	53.00	758.50	607.00
	(ii) Learners					
	first six months of experience	637.50	510.00	48.00	685.50	548.50
	second six months of experience	670.00	536.00	50.50	720.50	576.50
	Thereafter, the wage specified in (ii)(i) i.e.	705.50	564.50	53.00	758.50	607.00
<b>(iii)</b>	<b>Despatch Packer and Layer-up</b>					
	(i) Qualified	729.50	583.50	54.50	784.00	627.00
	(ii) Learners					
	first six months of experience	637.50	510.00	48.00	685.50	548.50
	second six months of experience	682.50	546.00	51.00	733.50	587.00
	Thereafter, the wage specified in (iii)(i) i.e.	729.50	583.50	54.50	784.00	627.00
<b>(iv)</b>	<b>Plain Sewer</b>					
	(i) Qualified	762.50	610.00	57.00	819.50	655.50
	(ii) Learners					
	first six months of experience	637.50	510.00	48.00	685.50	548.50
	Thereafter, the wage specified in (iv)(i) i.e.	762.50	610.00	57.00	819.50	655.50
<b>(v)</b>	<b>Sample Machinist</b>	1 062.00	849.50	79.50	1 141.50	913.00
<b>C. IN THE MAGISTERIAL DISTRICTS OF FRANKFORT, PARYS AND VREDEFORT</b>						

**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 2018 TO 31 AUGUST 2019**

DESCRIPTION OF OCCUPATION		Wages per Week from 01 Sep 2017 to 31 Aug 2018	New Employees on Incentivised Scheme Effective 1 September 2017	Across the board Increase 7.5%	Wages per Week from 01 Sep 2018 to 31 Aug 2019	New Employees on Incentivised Scheme Effective 1 September 2018
		R	R	R	R	R
<b>(i) (a)</b>	<b>Sewing Machinist</b>					
	(i) Qualified:	890.50	712.50	70.00	960.50	768.50
	(ii) Learners:					
	first six months of experience	610.00	488.00	48.00	658.00	526.50
	second six months of experience	656.00	525.00	51.50	707.50	566.00
	third six months of experience	703.00	562.50	55.00	758.00	606.50
	Thereafter, the wage specified in (i)(a)(i)	890.50	712.50	70.00	960.50	768.50
<b>(i) (b)</b>	<b>Invisible Mender, Finisher, Presser, Trimmer, Marker-In and/or Chopper-out of linings and trimmings. Former Scriber and Screen Printer:</b>					
	(i) Qualified:	890.50	712.50	70.00	960.50	768.50
	(ii) Learners:					
	first six months of experience	610.00	488.00	48.00	658.00	526.50
	second six months of experience	656.00	525.00	51.50	707.50	566.00
	third six months of experience	703.00	562.50	55.00	758.00	606.50
	fourth six months of experience	749.50	599.50	59.00	808.50	647.00
	fifth six months of experience	795.50	636.50	62.50	858.00	686.50
	Next four months of experience	842.50	674.00	66.50	909.00	727.00
	Thereafter, the wage specified in (i)(b)(i)	890.50	712.50	70.00	960.50	768.50
	<b>Set Leader and/or Team Leader</b>	946.50	757.00	74.50	1 021.00	817.00
<b>(ii)</b>	<b>General Worker/Pleater</b>					
	(i) Qualified	681.00	545.00	53.00	734.00	587.00
	(ii) Learners					
	first six months of experience	610.00	488.00	48.00	658.00	526.50
	second six months of experience	645.50	516.50	50.50	696.00	557.00
	Thereafter, the wage specified in (ii)(i) i.e.	681.00	545.00	53.00	734.00	587.00
<b>(iii)</b>	<b>Despatch Packer</b>					
	(i) Qualified	709.50	567.50	54.50	764.00	611.00
	(ii) Learners					
	first six months of experience	610.00	488.00	48.00	658.00	526.50
	second six months of experience	659.00	527.00	51.00	710.00	568.00
	Thereafter, the wage specified in (iii)(i) i.e.	709.50	567.50	54.50	764.00	611.00
<b>(iv)</b>	<b>Layer-Up</b>					
	(i) Qualified	704.50	563.50	54.50	759.00	607.00
	(ii) Learners					
	first six months of experience	610.00	488.00	48.00	658.00	526.50
	second six months of experience	659.50	527.50	51.00	710.50	568.50
	Thereafter, the wage specified in (iii)(i) i.e.	716.50	573.00	54.50	771.00	617.00
<b>(v)</b>	<b>Plain Sewer</b>					
	(i) Qualified	736.00	589.00	57.00	793.00	634.50
	(ii) Learners					
	first six months of experience	612.50	490.00	48.00	660.50	528.50
	Thereafter, the wage specified in (iv)(i) i.e.	736.00	589.00	57.00	793.00	634.50
<b>(vi)</b>	<b>Sample Machinist</b>	1 011.50	809.00	79.50	1 091.00	873.00

**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% Across-the-Board.**