

**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 2014 TO 31 AUGUST 2015**

WAGES		GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)				
DESCRIPTION OF OCCUPATION		Wages per Week from 01 Sep 2013 to 31 Aug 2014	New Employees on Incentivised Scheme Effective 1 September 2013 = 80%	Across the Board Increase 7.5%	Wages per Week from 01 Sep 2014 to 31 Aug 2015	New Employees on Incentivised Scheme Effective 1 September 2014 = 80%
		R	R	R	R	R
<b>A. ALL AREAS</b>						
(i)	(a) Foreman	2 456.50	1 965.00	184.00	2 640.50	2 112.50
	(b) Supervisor/Quality Controller					
	(i) Qualified	1 004.50	803.50	75.50	1 080.00	864.00
	(ii) Learners					
	first six months of experience	689.00	551.00	51.50	740.50	592.50
	second six months of experience	822.50	658.00	61.50	884.00	707.00
	Thereafter, the wage specified in (ii)(i) i.e.	1 004.50	803.50	75.50	1 080.00	864.00
	(c) Cloakroom Supervisor/Watchman	698.50	559.00	52.50	751.00	601.00
	(d) Mechanic	2 304.50	1 843.50	173.00	2 477.50	1 982.00
	(e) Unqualified Mechanic	859.50	687.50	64.50	924.00	739.00
	(f) Watchman	698.50	559.00	52.50	751.00	601.00
	(g) Labourer	546.50	437.00	41.00	587.50	470.00
	(h) Boiler Attendant	600.50	480.50	45.00	645.50	516.50
(ii)	Pattern Grader					
	(i) Qualified	1 301.00	1 041.00	97.50	1 398.50	1 119.00
	(ii) Learners					
	first six months of experience	502.50	402.00	37.50	540.00	432.00
	second six months of experience	601.50	481.00	45.00	646.50	517.00
	third six months of experience	701.50	561.00	52.50	754.00	603.00
	fourth six months of experience	803.00	642.50	60.00	863.00	690.50
	fifth six months of experience	901.00	721.00	67.50	968.50	775.00
	sixth six months of experience	1 000.50	800.50	75.00	1 075.50	860.50
	seventh six months of experience	1 100.00	880.00	82.50	1 182.50	946.00
	next four months of experience	1 198.50	959.00	90.00	1 288.50	1 031.00
	Thereafter, the wage specified in (ii)(i) i.e.	1 301.00	1 041.00	97.50	1 398.50	1 119.00
(iii)	Marker-In					
	(i) Qualified	1 004.50	803.50	75.50	1 080.00	864.00
	(ii) Learners					
	first six months of experience	502.50	402.00	37.50	540.00	432.00
	second six months of experience	564.00	451.00	42.50	606.50	485.00
	third six months of experience	629.50	503.50	47.00	676.50	541.00
	fourth six months of experience	690.00	552.00	52.00	742.00	593.50
	fifth six months of experience	753.50	603.00	56.50	810.00	648.00
	sixth six months of experience	815.50	652.50	61.00	876.50	701.00
	seventh six months of experience	879.00	703.00	66.00	945.00	756.00
	next four months of experience	939.50	751.50	70.50	1 010.00	808.00
	Thereafter, the wage specified in (iii)(i) i.e.	1 004.50	803.50	75.50	1 080.00	864.00
(iv)	Shaper & Chopper-out, other than an interlining and/or trimming chopper-out					
	(i) Qualified	805.00	644.00	60.50	865.50	692.50
	(ii) Learners					
	first six months of experience	478.00	382.50	36.00	514.00	411.00
	second six months of experience	532.00	425.50	40.00	572.00	457.50
	third six months of experience	589.00	471.00	44.00	633.00	506.50
	fourth six months of experience	641.00	513.00	48.00	689.00	551.00
	fifth six months of experience	696.50	557.00	52.00	748.50	599.00
	next four months of experience	750.50	600.50	56.50	807.00	645.50

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DESCRIPTION OF OCCUPATION		Wages per Week from 01 Sep 2013 to 31 Aug 2014	New Employees on Incentivised Scheme Effective 1 September 2013 = 80%	Across the Board Increase 7.5%	Wages per Week from 01 Sep 2014 to 31 Aug 2015	New Employees on Incentivised Scheme Effective 1 September 2014 = 80%
		R	R	R	R	R
	Thereafter, the wage specified in (iv)(i) i.e.	805.00	644.00	60.50	865.50	692.50
<b>(v)</b>	<b>Checker, Examiner and/or Passer</b>					
	(i) Qualified	698.50	559.00	52.50	751.00	601.00
	(ii) Learners					
	first six months of experience	478.00	382.50	36.00	514.00	411.00
	second six months of experience	532.00	425.50	40.00	572.00	457.50
	third six months of experience	589.00	471.00	44.00	633.00	506.50
	next four months of experience	641.50	513.00	48.00	689.50	551.50
	Thereafter, the wage specified in (v)(i) i.e.	698.50	559.00	52.50	751.00	601.00
<b>(vi)</b>	<b>(a) Invoice Clerk</b>					
	(i) Qualified	1 004.50	803.50	75.50	1 080.00	864.00
	(ii) Learners					
	first six months of experience	723.00	578.50	54.00	777.00	621.50
	Thereafter, the wage specified in (vi)(a)(i)	1 004.50	803.50	75.50	1 080.00	864.00
	<b>(b) Despatch Clerk, Factory Clerk and/or Stores Clerk</b>					
	(i) Qualified	735.00	588.00	55.00	790.00	632.00
	(ii) Learners					
	first six months of experience	527.50	422.00	39.50	567.00	453.50
	second six months of experience	630.50	504.50	47.50	678.00	542.50
	Thereafter, the wage specified in (vi)(b)(i)	735.00	588.00	55.00	790.00	632.00
<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	791.50	633.00	59.50	851.00	681.00
	(ii) Learners					
	first six months of experience	478.00	382.50	36.00	514.00	411.00
	second six months of experience	530.00	424.00	40.00	570.00	456.00
	third six months of experience	581.00	465.00	43.50	624.50	499.50
	fourth six months of experience	633.00	506.50	47.50	680.50	544.50
	fifth six months of experience	687.00	549.50	51.50	738.50	591.00
	next four months of experience	739.50	591.50	55.50	795.00	636.00
	Thereafter, the wage specified in (vii)(i)	791.50	633.00	59.50	851.00	681.00
<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	866.00	693.00	65.00	931.00	745.00
	(b) Exceeds 2 722 kg	1 006.50	805.00	75.50	1 082.00	865.50
<b>(ix)</b>	<b>Part-time Driver of a Motor Vehicle</b>	788.50	631.00	59.00	847.50	678.00
<b>(x)</b>	<b>Knitting Machine Operator</b>					
	(i) Qualified	1 032.00	825.50	77.50	1 109.50	887.50
	(ii) Learners					
	first six months of experience	478.00	382.50	36.00	514.00	411.00
	second six months of experience	571.50	457.00	43.00	614.50	491.50
	third six months of experience	662.00	529.50	49.50	711.50	569.00
	fourth six months of experience	754.00	603.00	56.50	810.50	648.50
	fifth six months of experience	846.00	677.00	63.50	909.50	727.50
	next four months of experience	940.50	752.50	70.50	1 011.00	809.00
	Thereafter, the wage specified in (x)(i) i.e.	1 032.00	825.50	77.50	1 109.50	887.50

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		R	R	R	R	R
<b>(xi)</b>	<b>Maintenance hand</b>					
	(i) Qualified	591.00	473.00	44.50	635.50	508.50
	(ii) Learners					
	first six months of experience	478.00	382.50	36.00	514.00	411.00
	second six months of experience	500.00	400.00	37.50	537.50	430.00
	third six months of experience	519.50	415.50	39.00	558.50	447.00
	fourth six months of experience	544.50	435.50	41.00	585.50	468.50
	next four months of experience	571.00	457.00	43.00	614.00	491.00
	Thereafter, the wage specified in (xi)(i) i.e.	591.00	473.00	44.50	635.50	508.50
<b>B. IN THE MAGISTERIAL DISTRICTS OF BLOEMFONTEIN, KIMBERLEY AND KROONSTAD</b>						
<b>(i) (a)</b>	<b>Sewing Machinist</b>					
	(i) Qualified	698.50	559.00	52.50	751.00	601.00
	(ii) Learners					
	first six months of experience	478.00	382.50	36.00	514.00	411.00
	second six months of experience	515.00	412.00	38.50	553.50	443.00
	third six months of experience	550.00	440.00	41.50	591.50	473.00
	Thereafter, the wage specified in (i)(i) i.e.	698.50	559.00	52.50	751.00	601.00
<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	698.50	559.00	52.50	751.00	601.00
	(ii) Learners					
	first six months of experience	478.00	382.50	36.00	514.00	411.00
	second six months of experience	515.00	412.00	38.50	553.50	443.00
	third six months of experience	550.00	440.00	41.50	591.50	473.00
	fourth six months of experience	589.00	471.00	44.00	633.00	506.50
	fifth six months of experience	624.50	499.50	47.00	671.50	537.00
	next four months of experience	661.50	529.00	49.50	711.00	569.00
	Thereafter, the wage specified in (i)(i) i.e.	698.50	559.00	52.50	751.00	601.00
	<b>Set Leader and/or Team Leader</b>	743.00	594.50	55.50	798.50	639.00
<b>(ii)</b>	<b>General Worker/Pleater</b>					
	(i) Qualified	527.50	422.00	39.50	567.00	453.50
	(ii) Learners					
	first six months of experience	478.00	382.50	36.00	514.00	411.00
	second six months of experience	501.00	401.00	37.50	538.50	431.00
	Thereafter, the wage specified in (ii)(i) i.e.	527.50	422.00	39.50	567.00	453.50
<b>(iii)</b>	<b>Despatch Packer and Layer-up</b>					
	(i) Qualified	546.00	437.00	41.00	587.00	469.50
	(ii) Learners					
	first six months of experience	478.00	382.50	36.00	514.00	411.00
	second six months of experience	511.00	409.00	38.50	549.50	439.50
	Thereafter, the wage specified in (iii)(i) i.e.	546.00	437.00	41.00	587.00	469.50
<b>(iv)</b>	<b>Plain Sewer</b>					
	(i) Qualified	571.50	457.00	43.00	614.50	491.50
	(ii) Learners					
	first six months of experience	478.00	382.50	36.00	514.00	411.00
	Thereafter, the wage specified in (iv)(i) i.e.	571.50	457.00	43.00	614.50	491.50
<b>(v)</b>	<b>Sample Machinist</b>	795.50	636.50	59.50	855.00	684.00

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		R	R	R	R	R
<b>C. IN THE MAGISTERIAL DISTRICTS OF FRANKFORT, PARYS AND VREDEFORT</b>						
<b>(i) (a) Sewing Machinist</b>						
	(i) Qualified:	654.50	523.50	52.50	707.00	565.50
	(ii) Learners:			0.00	-	-
	first six months of experience	450.50	360.50	36.00	486.50	389.00
	second six months of experience	485.00	388.00	38.50	523.50	419.00
	third six months of experience	518.00	414.50	41.50	559.50	447.50
	Thereafter, the wage specified in (i)(a)(i)	654.50	523.50	52.50	707.00	565.50
<b>(i) (b) Invisible Mender, Finisher, Presser, Trimmer, Marker-In and/or Chopper-out of linings and trimmings, Former Scriber and Screen Printer:</b>						
	(i) Qualified:	654.50	523.50	52.50	707.00	565.50
	(ii) Learners:					
	first six months of experience	450.50	360.50	36.00	486.50	389.00
	second six months of experience	485.00	388.00	38.50	523.50	419.00
	third six months of experience	518.00	414.50	41.50	559.50	447.50
	fourth six months of experience	553.50	443.00	44.00	597.50	478.00
	fifth six months of experience	586.00	469.00	47.00	633.00	506.50
	Next four months of experience	620.00	496.00	49.50	669.50	535.50
	Thereafter, the wage specified in (i)(b)(i)	654.50	523.50	52.50	707.00	565.50
	<b>Set Leader and/or Team Leader</b>	<b>697.00</b>	<b>557.50</b>	<b>55.50</b>	<b>752.50</b>	<b>602.00</b>
<b>(ii) General Worker/Pleater</b>						
	(i) Qualified	503.00	402.50	39.50	542.50	434.00
	(ii) Learners					
	first six months of experience	450.50	360.50	36.00	486.50	389.00
	second six months of experience	476.50	381.00	37.50	514.00	411.00
	Thereafter, the wage specified in (ii)(i) i.e.	503.00	402.50	39.50	542.50	434.00
<b>(iii) Despatch Packer</b>						
	(i) Qualified	526.00	421.00	41.00	567.00	453.50
	(ii) Learners					
	first six months of experience	450.50	360.50	36.00	486.50	389.00
	second six months of experience	487.50	390.00	38.50	526.00	421.00
	Thereafter, the wage specified in (iii)(i) i.e.	526.00	421.00	41.00	567.00	453.50
<b>(iv) Layer-Up</b>						
	(i) Qualified	521.00	417.00	41.00	562.00	449.50
	(ii) Learners					
	first six months of experience	450.50	360.50	36.00	486.50	389.00
	second six months of experience	488.00	390.50	38.50	526.50	421.00
	Thereafter, the wage specified in (iii)(i) i.e.	533.50	427.00	41.00	574.50	459.50
<b>(v) Plain Sewer</b>						
	(i) Qualified	545.00	436.00	41.00	586.00	469.00
	(ii) Learners					
	first six months of experience	453.50	363.00	34.00	487.50	390.00
	Thereafter, the wage specified in (iv)(i) i.e.	545.00	436.00	41.00	586.00	469.00
<b>(vi) Sample Machinist</b>						
		745.00	596.00	56.00	801.00	641.00
<b>NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with effect from 1 September 2014, increase the Weekly Wage for those employees by the agreed Wage Increase of 7.5% Across-the-Board.</b>						