

**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 B (i.e. employees NOT 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
<b>A. ALL AREAS</b>						
(i)	(a) Foreman	2 640,50	2 112,50	195,50	2 836,00	2 269,00
	(b) Supervisor/Quality Controller					
	(i) Qualified	1 080,00	864,00	80,00	1 160,00	928,00
	(ii) Learners					
	first six months of experience	740,50	592,50	55,00	795,50	636,50
	second six months of experience	884,00	707,00	65,50	949,50	759,50
	Thereafter, the wage specified in (ii)(i) i.e.	1 080,00	864,00	80,00	1 160,00	928,00
	(c) Cloakroom Supervisor/Watchman	751,00	601,00	55,50	806,50	645,00
	(d) Mechanic	2 477,50	1 982,00	183,50	2 661,00	2 129,00
	(e) Unqualified Mechanic	924,00	739,00	68,50	992,50	794,00
	(f) Watchman	751,00	601,00	55,50	806,50	645,00
	(g) Labourer	587,50	470,00	43,50	631,00	505,00
	(h) Boiler Attendant	645,50	516,50	48,00	693,50	555,00
(ii)	Pattern Grader					
	(i) Qualified	1 398,50	1 119,00	103,50	1 502,00	1 201,50
	(ii) Learners					
	first six months of experience	540,00	432,00	40,00	580,00	464,00
	second six months of experience	646,50	517,00	48,00	694,50	555,50
	third six months of experience	754,00	603,00	56,00	810,00	648,00
	fourth six months of experience	863,00	690,50	64,00	927,00	741,50
	fifth six months of experience	968,50	775,00	71,50	1 040,00	832,00
	sixth six months of experience	1 075,50	860,50	79,50	1 155,00	924,00
	seventh six months of experience	1 182,50	946,00	87,50	1 270,00	1 016,00
	next four months of experience	1 288,50	1 031,00	95,50	1 384,00	1 107,00
	Thereafter, the wage specified in (ii)(i) i.e.	1 398,50	1 119,00	103,50	1 502,00	1 201,50
(iii)	Marker-In					
	(i) Qualified	1 080,00	864,00	80,00	1 160,00	928,00
	(ii) Learners					
	first six months of experience	540,00	432,00	40,00	580,00	464,00
	second six months of experience	606,50	485,00	45,00	651,50	521,00
	third six months of experience	676,50	541,00	50,00	726,50	581,00
	fourth six months of experience	742,00	593,50	55,00	797,00	637,50
	fifth six months of experience	810,00	648,00	60,00	870,00	696,00
	sixth six months of experience	876,50	701,00	65,00	941,50	753,00
	seventh six months of experience	945,00	756,00	70,00	1 015,00	812,00
	next four months of experience	1 010,00	808,00	74,50	1 084,50	867,50
	Thereafter, the wage specified in (iii)(i) i.e.	1 080,00	864,00	80,00	1 160,00	928,00
(iv)	Shaper & Chopper-out, other than an interlining and/or trimming chopper-out					
	(i) Qualified	865,50	692,50	64,00	929,50	743,50
	(ii) Learners					
	first six months of experience	514,00	411,00	38,00	552,00	441,50
	second six months of experience	572,00	457,50	42,50	614,50	491,50
	third six months of experience	633,00	506,50	47,00	680,00	544,00
	fourth six months of experience	689,00	551,00	51,00	740,00	592,00
	fifth six months of experience	748,50	599,00	55,50	804,00	643,00
	next four months of experience	807,00	645,50	59,50	866,50	693,00

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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.	865,50	692,50	64,00	929,50	743,50
<b>(v)</b>	<b>Checker, Examiner and/or Passer</b>					
	(i) Qualified	751,00	601,00	55,50	806,50	645,00
	(ii) Learners					
	first six months of experience	514,00	411,00	38,00	552,00	441,50
	second six months of experience	572,00	457,50	42,50	614,50	491,50
	third six months of experience	633,00	506,50	47,00	680,00	544,00
	next four months of experience	689,50	551,50	51,00	740,50	592,50
	Thereafter, the wage specified in (v)(i) i.e.	751,00	601,00	55,50	806,50	645,00
<b>(vi)</b>	<b>(a) Invoice Clerk</b>					
	(i) Qualified	1 080,00	864,00	80,00	1 160,00	928,00
	(ii) Learners					
	first six months of experience	777,00	621,50	57,50	834,50	667,50
	Thereafter, the wage specified in (vi)(a)(i)	1 080,00	864,00	80,00	1 160,00	928,00
	<b>(b) Despatch Clerk, Factory Clerk and/or Stores Clerk</b>					
	(i) Qualified	790,00	632,00	58,50	848,50	679,00
	(ii) Learners					
	first six months of experience	567,00	453,50	42,00	609,00	487,00
	second six months of experience	678,00	542,50	50,00	728,00	582,50
	Thereafter, the wage specified in (vi)(b)(i)	790,00	632,00	58,50	848,50	679,00
<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	851,00	681,00	63,00	914,00	731,00
	(ii) Learners					
	first six months of experience	514,00	411,00	38,00	552,00	441,50
	second six months of experience	570,00	456,00	42,00	612,00	489,50
	third six months of experience	624,50	499,50	46,00	670,50	536,50
	fourth six months of experience	680,50	544,50	50,50	731,00	585,00
	fifth six months of experience	738,50	591,00	54,50	793,00	634,50
	next four months of experience	795,00	636,00	59,00	854,00	683,00
	Thereafter, the wage specified in (vii)(i)	851,00	681,00	63,00	914,00	731,00
<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	931,00	745,00	69,00	1 000,00	800,00
	(b) Exceeds 2 722 kg	1 082,00	865,50	80,00	1 162,00	929,50
<b>(ix)</b>	<b>Part-time Driver of a Motor Vehicle</b>	847,50	678,00	62,50	910,00	728,00
<b>(x)</b>	<b>Knitting Machine Operator</b>					
	(i) Qualified	1 109,50	887,50	82,00	1 191,50	953,00
	(ii) Learners					
	first six months of experience	514,00	411,00	38,00	552,00	441,50
	second six months of experience	614,50	491,50	45,50	660,00	528,00
	third six months of experience	711,50	569,00	52,50	764,00	611,00
	fourth six months of experience	810,50	648,50	60,00	870,50	696,50
	fifth six months of experience	909,50	727,50	67,50	977,00	781,50
	next four months of experience	1 011,00	809,00	75,00	1 086,00	869,00
	Thereafter, the wage specified in (x)(i) i.e.	1 109,50	887,50	82,00	1 191,50	953,00

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		R	R	R	R	R
<b>(xi)</b>	<b>Maintenance hand</b>					
	(i) Qualified	635,50	508,50	47,00	682,50	546,00
	(ii) Learners					
	first six months of experience	514,00	411,00	38,00	552,00	441,50
	second six months of experience	537,50	430,00	40,00	577,50	462,00
	third six months of experience	558,50	447,00	41,50	600,00	480,00
	fourth six months of experience	585,50	468,50	43,50	629,00	503,00
	next four months of experience	614,00	491,00	45,50	659,50	527,50
	Thereafter, the wage specified in (xi)(i) i.e.	635,50	508,50	47,00	682,50	546,00
<b>B. IN THE MAGISTERIAL DISTRICTS OF BLOEMFONTEIN, KIMBERLEY AND KROONSTAD</b>						
<b>(i) (a)</b>	<b>Sewing Machinist</b>					
	(i) Qualified	751,00	601,00	55,50	806,50	645,00
	(ii) Learners					
	first six months of experience	514,00	411,00	38,00	552,00	441,50
	second six months of experience	553,50	443,00	41,00	594,50	475,50
	third six months of experience	591,50	473,00	44,00	635,50	508,50
	Thereafter, the wage specified in (i)(i) i.e.	751,00	601,00	55,50	806,50	645,00
<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	751,00	601,00	55,50	806,50	645,00
	(ii) Learners					
	first six months of experience	514,00	411,00	38,00	552,00	441,50
	second six months of experience	553,50	443,00	41,00	594,50	475,50
	third six months of experience	591,50	473,00	44,00	635,50	508,50
	fourth six months of experience	633,00	506,50	47,00	680,00	544,00
	fifth six months of experience	671,50	537,00	49,50	721,00	577,00
	next four months of experience	711,00	569,00	52,50	763,50	611,00
	Thereafter, the wage specified in (i)(i) i.e.	751,00	601,00	55,50	806,50	645,00
	<b>Set Leader and/or Team Leader</b>	798,50	639,00	59,00	857,50	686,00
<b>(ii)</b>	<b>General Worker/Pleater</b>					
	(i) Qualified	567,00	453,50	42,00	609,00	487,00
	(ii) Learners					
	first six months of experience	514,00	411,00	38,00	552,00	441,50
	second six months of experience	538,50	431,00	40,00	578,50	463,00
	Thereafter, the wage specified in (ii)(i) i.e.	567,00	453,50	42,00	609,00	487,00
<b>(iii)</b>	<b>Despatch Packer and Layer-up</b>					
	(i) Qualified	587,00	469,50	43,50	630,50	504,50
	(ii) Learners					
	first six months of experience	514,00	411,00	38,00	552,00	441,50
	second six months of experience	549,50	439,50	40,50	590,00	472,00
	Thereafter, the wage specified in (iii)(i) i.e.	587,00	469,50	43,50	630,50	504,50
<b>(iv)</b>	<b>Plain Sewer</b>					
	(i) Qualified	614,50	491,50	45,50	660,00	528,00
	(ii) Learners					
	first six months of experience	514,00	411,00	38,00	552,00	441,50
	Thereafter, the wage specified in (iv)(i) i.e.	614,50	491,50	45,50	660,00	528,00
<b>(v)</b>	<b>Sample Machinist</b>	855,00	684,00	63,50	918,50	735,00

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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:	707,00	565,50	55,50	806,50	645,00
	(ii) Learners:					
	first six months of experience	486,50	389,00	38,00	552,00	441,50
	second six months of experience	523,50	419,00	41,00	594,50	475,50
	third six months of experience	559,50	447,50	44,00	635,50	508,50
	Thereafter, the wage specified in (i)(a)(i)	707,00	565,50	55,50	806,50	645,00
<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:	707,00	565,50	55,50	806,50	645,00
	(ii) Learners:					
	first six months of experience	486,50	389,00	38,00	552,00	441,50
	second six months of experience	523,50	419,00	41,00	594,50	475,50
	third six months of experience	559,50	447,50	44,00	635,50	508,50
	fourth six months of experience	597,50	478,00	47,00	680,00	544,00
	fifth six months of experience	633,00	506,50	49,50	721,00	577,00
	Next four months of experience	669,50	535,50	52,50	763,50	611,00
	Thereafter, the wage specified in (i)(b)(i)	707,00	565,50	55,50	806,50	645,00
	<b>Set Leader and/or Team Leader</b>	752,50	602,00	59,00	857,50	686,00
<b>(ii) General Worker/Pleater</b>						
	(i) Qualified	542,50	434,00	42,00	609,00	487,00
	(ii) Learners					
	first six months of experience	486,50	389,00	38,00	552,00	441,50
	second six months of experience	514,00	411,00	40,00	578,50	463,00
	Thereafter, the wage specified in (ii)(i) i.e.	542,50	434,00	42,00	609,00	487,00
<b>(iii) Despatch Packer</b>						
	(i) Qualified	567,00	453,50	43,50	630,50	504,50
	(ii) Learners					
	first six months of experience	486,50	389,00	38,00	552,00	441,50
	second six months of experience	526,00	421,00	40,50	590,00	472,00
	Thereafter, the wage specified in (iii)(i) i.e.	567,00	453,50	43,50	630,50	504,50
<b>(iv) Layer-Up</b>						
	(i) Qualified	562,00	449,50	43,50	630,50	504,50
	(ii) Learners					
	first six months of experience	486,50	389,00	38,00	552,00	441,50
	second six months of experience	526,50	421,00	40,50	590,00	472,00
	Thereafter, the wage specified in (iii)(i) i.e.	574,50	459,50	43,50	630,50	504,50
<b>(v) Plain Sewer</b>						
	(i) Qualified	586,00	469,00	45,50	660,00	528,00
	(ii) Learners					
	first six months of experience	487,50	390,00	38,00	552,00	441,50
	Thereafter, the wage specified in (iv)(i) i.e.	586,00	469,00	45,50	660,00	528,00
<b>(vi) Sample Machinist</b>						
		801,00	641,00	63,50	918,50	735,00
<b>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.</b>						