

**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 B (i.e. employees NOT 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 = 80% | 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 = 80% |
| | | R | R | R | R | R |
| A. ALL AREAS | | | | | | |
| (i) | (a) Foreman | 2 836.00 | 2 269.00 | 227.00 | 3 063.00 | 2 450.50 |
| | (b) Supervisor/Quality Controller | | | | | |
| | (i) Qualified | 1 160.00 | 928.00 | 93.00 | 1 253.00 | 1 002.50 |
| | (ii) Learners | | | | | |
| | first six months of experience | 795.50 | 636.50 | 63.50 | 859.00 | 687.00 |
| | second six months of experience | 949.50 | 759.50 | 76.00 | 1 025.50 | 820.50 |
| | Thereafter, the wage specified in (ii)(i) i.e. | 1 160.00 | 928.00 | 93.00 | 1 253.00 | 1 002.50 |
| | (c) Cloakroom Supervisor/Watchman | 806.50 | 645.00 | 64.50 | 871.00 | 697.00 |
| | (d) Mechanic | 2 661.00 | 2 129.00 | 213.00 | 2 874.00 | 2 299.00 |
| | (e) Unqualified Mechanic | 992.50 | 794.00 | 79.50 | 1 072.00 | 857.50 |
| | (f) Watchman | 806.50 | 645.00 | 64.50 | 871.00 | 697.00 |
| | (g) Labourer | 631.00 | 505.00 | 50.50 | 681.50 | 545.00 |
| | (h) Boiler Attendant | 693.50 | 555.00 | 55.50 | 749.00 | 599.00 |
| (ii) | Pattern Grader | | | | | |
| | (i) Qualified | 1 502.00 | 1 201.50 | 120.00 | 1 622.00 | 1 297.50 |
| | (ii) Learners | | | | | |
| | first six months of experience | 580.00 | 464.00 | 46.50 | 626.50 | 501.00 |
| | second six months of experience | 694.50 | 555.50 | 55.50 | 750.00 | 600.00 |
| | third six months of experience | 810.00 | 648.00 | 65.00 | 875.00 | 700.00 |
| | fourth six months of experience | 927.00 | 741.50 | 74.00 | 1 001.00 | 801.00 |
| | fifth six months of experience | 1 040.00 | 832.00 | 83.00 | 1 123.00 | 898.50 |
| | sixth six months of experience | 1 155.00 | 924.00 | 92.50 | 1 247.50 | 998.00 |
| | seventh six months of experience | 1 270.00 | 1 016.00 | 101.50 | 1 371.50 | 1 097.00 |
| | next four months of experience | 1 384.00 | 1 107.00 | 110.50 | 1 494.50 | 1 195.50 |
| | Thereafter, the wage specified in (ii)(i) i.e. | 1 502.00 | 1 201.50 | 120.00 | 1 622.00 | 1 297.50 |
| (iii) | Marker-In | | | | | |
| | (i) Qualified | 1 160.00 | 928.00 | 93.00 | 1 253.00 | 1 002.50 |
| | (ii) Learners | | | | | |
| | first six months of experience | 580.00 | 464.00 | 46.50 | 626.50 | 501.00 |
| | second six months of experience | 651.50 | 521.00 | 52.00 | 703.50 | 563.00 |
| | third six months of experience | 726.50 | 581.00 | 58.00 | 784.50 | 627.50 |
| | fourth six months of experience | 797.00 | 637.50 | 64.00 | 861.00 | 689.00 |
| | fifth six months of experience | 870.00 | 696.00 | 69.50 | 939.50 | 751.50 |
| | sixth six months of experience | 941.50 | 753.00 | 75.50 | 1 017.00 | 813.50 |
| | seventh six months of experience | 1 015.00 | 812.00 | 81.00 | 1 096.00 | 877.00 |
| | next four months of experience | 1 084.50 | 867.50 | 87.00 | 1 171.50 | 937.00 |
| | Thereafter, the wage specified in (iii)(i) i.e. | 1 160.00 | 928.00 | 93.00 | 1 253.00 | 1 002.50 |
| (iv) | Shaper & Chopper-out, other than an interlining and/or trimming chopper-out | | | | | |
| | (i) Qualified | 929.50 | 743.50 | 74.50 | 1 004.00 | 803.00 |
| | (ii) Learners | | | | | |
| | first six months of experience | 552.00 | 441.50 | 44.00 | 596.00 | 477.00 |
| | second six months of experience | 614.50 | 491.50 | 49.00 | 663.50 | 531.00 |
| | third six months of experience | 680.00 | 544.00 | 54.50 | 734.50 | 587.50 |
| | fourth six months of experience | 740.00 | 592.00 | 59.00 | 799.00 | 639.00 |
| | fifth six months of experience | 804.00 | 643.00 | 64.50 | 868.50 | 695.00 |
| | next four months of experience | 866.50 | 693.00 | 69.50 | 936.00 | 749.00 |

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| DESCRIPTION OF OCCUPATION | | Wages per Week from 01 Sep 2015 to 31 Aug 2016 | New Employees on Incentivised Scheme Effective 1 September 2015 = 80% | 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 = 80% |
|---------------------------|--|--|---|------------------------------|--|---|
| | | R | R | R | R | R |
| | Thereafter, the wage specified in (iv)(i) | 929.50 | 743.50 | 74.50 | 1 004.00 | 803.00 |
| (v) | Checker, Examiner and/or Passer | | | | | |
| | (i) Qualified | 806.50 | 645.00 | 64.50 | 871.00 | 697.00 |
| | (ii) Learners | | | | | |
| | first six months of experience | 552.00 | 441.50 | 44.00 | 596.00 | 477.00 |
| | second six months of experience | 614.50 | 491.50 | 49.00 | 663.50 | 531.00 |
| | third six months of experience | 680.00 | 544.00 | 54.50 | 734.50 | 587.50 |
| | next four months of experience | 740.50 | 592.50 | 59.00 | 799.50 | 639.50 |
| | Thereafter, the wage specified in (v)(i) i.e. | 806.50 | 645.00 | 64.50 | 871.00 | 697.00 |
| (vi) | (a) Invoice Clerk | | | | | |
| | (i) Qualified | 1 160.00 | 928.00 | 93.00 | 1 253.00 | 1 002.50 |
| | (ii) Learners | | | | | |
| | first six months of experience | 834.50 | 667.50 | 67.00 | 901.50 | 721.00 |
| | Thereafter, the wage specified in (vi)(a)(i) | 1 160.00 | 928.00 | 93.00 | 1 253.00 | 1 002.50 |
| | (b) Despatch Clerk, Factory Clerk and/or Stores Clerk | | | | | |
| | (i) Qualified | 848.50 | 679.00 | 68.00 | 916.50 | 733.00 |
| | (ii) Learners | | | | | |
| | first six months of experience | 609.00 | 487.00 | 48.50 | 657.50 | 526.00 |
| | second six months of experience | 728.00 | 582.50 | 58.00 | 786.00 | 629.00 |
| | Thereafter, the wage specified in (vi)(b)(i) | 848.50 | 679.00 | 68.00 | 916.50 | 733.00 |
| (vii) | Sewing Machinist engaged in setting in sleeves and/or sewing round men's and ladies' tailored coats and overcoats: | | | | | |
| | (i) Qualified | 914.00 | 731.00 | 73.00 | 987.00 | 789.50 |
| | (ii) Learners | | | | | |
| | first six months of experience | 552.00 | 441.50 | 44.00 | 596.00 | 477.00 |
| | second six months of experience | 612.00 | 489.50 | 49.00 | 661.00 | 529.00 |
| | third six months of experience | 670.50 | 536.50 | 53.50 | 724.00 | 579.00 |
| | fourth six months of experience | 731.00 | 585.00 | 58.50 | 789.50 | 631.50 |
| | fifth six months of experience | 793.00 | 634.50 | 63.50 | 856.50 | 685.00 |
| | next four months of experience | 854.00 | 683.00 | 68.50 | 922.50 | 738.00 |
| | Thereafter, the wage specified in (vii)(i) | 914.00 | 731.00 | 73.00 | 987.00 | 789.50 |
| (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 | 1 000.00 | 800.00 | 80.00 | 1 080.00 | 864.00 |
| | (b) Exceeds 2 722 kg | 1 162.00 | 929.50 | 93.00 | 1 255.00 | 1 004.00 |
| (ix) | Part-time Driver of a Motor Vehicle | 910.00 | 728.00 | 73.00 | 983.00 | 786.50 |
| (x) | Knitting Machine Operator | | | | | |
| | (i) Qualified | 1 191.50 | 953.00 | 95.50 | 1 287.00 | 1 029.50 |
| | (ii) Learners | | | | | |
| | first six months of experience | 552.00 | 441.50 | 44.00 | 596.00 | 477.00 |
| | second six months of experience | 660.00 | 528.00 | 53.00 | 713.00 | 570.50 |
| | third six months of experience | 764.00 | 611.00 | 61.00 | 825.00 | 660.00 |
| | fourth six months of experience | 870.50 | 696.50 | 69.50 | 940.00 | 752.00 |
| | fifth six months of experience | 977.00 | 781.50 | 78.00 | 1 055.00 | 844.00 |
| | next four months of experience | 1 086.00 | 869.00 | 87.00 | 1 173.00 | 938.50 |
| | Thereafter, the wage specified in (x)(i) i.e. | 1 191.50 | 953.00 | 95.50 | 1 287.00 | 1 029.50 |

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|---|---|--|---|------------------------------|--|---|
| | | R | R | R | R | R |
| (xi) | Maintenance hand | | | | | |
| | (i) Qualified | 682.50 | 546.00 | 54.50 | 737.00 | 589.50 |
| | (ii) Learners | | | | | |
| | first six months of experience | 552.00 | 441.50 | 44.00 | 596.00 | 477.00 |
| | second six months of experience | 577.50 | 462.00 | 46.00 | 623.50 | 499.00 |
| | third six months of experience | 600.00 | 480.00 | 48.00 | 648.00 | 518.50 |
| | fourth six months of experience | 629.00 | 503.00 | 50.50 | 679.50 | 543.50 |
| | next four months of experience | 659.50 | 527.50 | 53.00 | 712.50 | 570.00 |
| | Thereafter, the wage specified in (xi)(i) | 682.50 | 546.00 | 54.50 | 737.00 | 589.50 |
| B. IN THE MAGISTERIAL DISTRICTS OF BLOEMFONTEIN, KIMBERLEY AND KROONSTAD | | | | | | |
| (i) (a) | Sewing Machinist | | | | | |
| | (i) Qualified | 806.50 | 645.00 | 64.50 | 871.00 | 697.00 |
| | (ii) Learners | | | | | |
| | first six months of experience | 552.00 | 441.50 | 44.00 | 596.00 | 477.00 |
| | second six months of experience | 594.50 | 475.50 | 47.50 | 642.00 | 513.50 |
| | third six months of experience | 635.50 | 508.50 | 51.00 | 686.50 | 549.00 |
| | Thereafter, the wage specified in (i)(i) i.e. | 806.50 | 645.00 | 64.50 | 871.00 | 697.00 |
| (i) (b) | Invisible Mender, Finisher, Presser, Trimmer, Marker-In and/or Chopper-out of linings and trimmings, Former Scriber and Screen Printer | | | | | |
| | (i) Qualified | 806.50 | 645.00 | 64.50 | 871.00 | 697.00 |
| | (ii) Learners | | | | | |
| | first six months of experience | 552.00 | 441.50 | 44.00 | 596.00 | 477.00 |
| | second six months of experience | 594.50 | 475.50 | 47.50 | 642.00 | 513.50 |
| | third six months of experience | 635.50 | 508.50 | 51.00 | 686.50 | 549.00 |
| | fourth six months of experience | 680.00 | 544.00 | 54.50 | 734.50 | 587.50 |
| | fifth six months of experience | 721.00 | 577.00 | 57.50 | 778.50 | 623.00 |
| | next four months of experience | 763.50 | 611.00 | 61.00 | 824.50 | 659.50 |
| | Thereafter, the wage specified in (i)(i) i.e. | 806.50 | 645.00 | 64.50 | 871.00 | 697.00 |
| | Set Leader and/or Team Leader | 857.50 | 686.00 | 68.50 | 926.00 | 741.00 |
| (ii) | General Worker/Pleater | | | | | |
| | (i) Qualified | 609.00 | 487.00 | 48.50 | 657.50 | 526.00 |
| | (ii) Learners | | | | | |
| | first six months of experience | 552.00 | 441.50 | 44.00 | 596.00 | 477.00 |
| | second six months of experience | 578.50 | 463.00 | 46.50 | 625.00 | 500.00 |
| | Thereafter, the wage specified in (ii)(i) i.e. | 609.00 | 487.00 | 48.50 | 657.50 | 526.00 |
| (iii) | Despatch Packer and Layer-up | | | | | |
| | (i) Qualified | 630.50 | 504.50 | 50.50 | 681.00 | 545.00 |
| | (ii) Learners | | | | | |
| | first six months of experience | 552.00 | 441.50 | 44.00 | 596.00 | 477.00 |
| | second six months of experience | 590.00 | 472.00 | 47.00 | 637.00 | 509.50 |
| | Thereafter, the wage specified in (iii)(i) i.e. | 630.50 | 504.50 | 50.50 | 681.00 | 545.00 |
| (iv) | Plain Sewer | | | | | |
| | (i) Qualified | 660.00 | 528.00 | 53.00 | 713.00 | 570.50 |
| | (ii) Learners | | | | | |
| | first six months of experience | 552.00 | 441.50 | 44.00 | 596.00 | 477.00 |
| | Thereafter, the wage specified in (iv)(i) | 660.00 | 528.00 | 53.00 | 713.00 | 570.50 |
| (v) | Sample Machinist | 918.50 | 735.00 | 73.50 | 992.00 | 793.50 |

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|--|--|--|---|------------------------------|--|---|
| | | R | R | R | R | R |
| C. IN THE MAGISTERIAL DISTRICTS OF FRANKFORT, PARYS AND VREDEFORT | | | | | | |
| (i) (a) | Sewing Machinist | | | | | |
| | (i) Qualified: | 762.50 | 610.00 | 64.50 | 827.00 | 661.50 |
| | (ii) Learners: | | | | | |
| | first six months of experience | 524.50 | 419.50 | 44.00 | 568.50 | 455.00 |
| | second six months of experience | 564.50 | 451.50 | 47.50 | 612.00 | 489.50 |
| | third six months of experience | 603.50 | 483.00 | 51.00 | 654.50 | 523.50 |
| | Thereafter, the wage specified in (i)(a)(i) | 762.50 | 610.00 | 64.50 | 827.00 | 661.50 |
| (i) (b) | Invisible Mender, Finisher, Presser, Trimmer, Marker-In and/or Chopper-out of linings and trimmings. Former Scriber and Screen Printer: | | | | | |
| | (i) Qualified: | 762.50 | 610.00 | 64.50 | 827.00 | 661.50 |
| | (ii) Learners: | | | | | |
| | first six months of experience | 524.50 | 419.50 | 44.00 | 568.50 | 455.00 |
| | second six months of experience | 564.50 | 451.50 | 47.50 | 612.00 | 489.50 |
| | third six months of experience | 603.50 | 483.00 | 51.00 | 654.50 | 523.50 |
| | fourth six months of experience | 644.50 | 515.50 | 54.50 | 699.00 | 559.00 |
| | fifth six months of experience | 682.50 | 546.00 | 57.50 | 740.00 | 592.00 |
| | Next four months of experience | 722.00 | 577.50 | 61.00 | 783.00 | 626.50 |
| | Thereafter, the wage specified in (i)(b)(i) | 762.50 | 610.00 | 64.50 | 827.00 | 661.50 |
| | Set Leader and/or Team Leader | 811.50 | 649.00 | 68.50 | 880.00 | 704.00 |
| (ii) | General Worker/Pleater | | | | | |
| | (i) Qualified | 584.50 | 467.50 | 48.50 | 633.00 | 506.50 |
| | (ii) Learners | | | | | |
| | first six months of experience | 524.50 | 419.50 | 44.00 | 568.50 | 455.00 |
| | second six months of experience | 554.00 | 443.00 | 46.50 | 600.50 | 480.50 |
| | Thereafter, the wage specified in (ii)(i) i.e. | 584.50 | 467.50 | 48.50 | 633.00 | 506.50 |
| (iii) | Despatch Packer | | | | | |
| | (i) Qualified | 610.50 | 488.50 | 50.50 | 661.00 | 529.00 |
| | (ii) Learners | | | | | |
| | first six months of experience | 524.50 | 419.50 | 44.00 | 568.50 | 455.00 |
| | second six months of experience | 566.50 | 453.00 | 47.00 | 613.50 | 491.00 |
| | Thereafter, the wage specified in (iii)(i) i.e. | 610.50 | 488.50 | 50.50 | 661.00 | 529.00 |
| (iv) | Layer-Up | | | | | |
| | (i) Qualified | 605.50 | 484.50 | 50.50 | 656.00 | 525.00 |
| | (ii) Learners | | | | | |
| | first six months of experience | 524.50 | 419.50 | 44.00 | 568.50 | 455.00 |
| | second six months of experience | 567.00 | 453.50 | 47.00 | 614.00 | 491.00 |
| | Thereafter, the wage specified in (iii)(i) i.e. | 618.00 | 494.50 | 50.50 | 668.50 | 535.00 |
| (v) | Plain Sewer | | | | | |
| | (i) Qualified | 631.50 | 505.00 | 53.00 | 684.50 | 547.50 |
| | (ii) Learners | | | | | |
| | first six months of experience | 525.50 | 420.50 | 44.00 | 569.50 | 455.50 |
| | Thereafter, the wage specified in (iv)(i) | 631.50 | 505.00 | 53.00 | 684.50 | 547.50 |
| (vi) | Sample Machinist | 864.50 | 691.50 | 73.50 | 938.00 | 750.50 |

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.