

**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 B (i.e. employees NOT 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 = 80%	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 = 80%
		R	R	R	R	R
A. ALL AREAS						
(i)	(a) Foreman	3 296.00	2 637.00	247.00	3 543.00	2 834.50
	(b) Supervisor/Quality Controller					
	(i) Qualified	1 348.00	1 078.50	101.00	1 449.00	1 159.00
	(ii) Learners					
	first six months of experience	924.50	739.50	69.50	994.00	795.00
	second six months of experience	1 103.50	883.00	83.00	1 186.50	949.00
	Thereafter, the wage specified in (ii)(i) i.e.	1 348.00	1 078.50	101.00	1 449.00	1 159.00
	(c) Cloakroom Supervisor/Watchman	937.00	749.50	70.50	1 007.50	806.00
	(d) Mechanic	3 092.50	2 474.00	232.00	3 324.50	2 659.50
	(e) Unqualified Mechanic	1 153.50	923.00	86.50	1 240.00	992.00
	(f) Watchman	937.00	749.50	70.50	1 007.50	806.00
	(g) Labourer	733.50	587.00	55.00	788.50	631.00
	(h) Boiler Attendant	806.00	645.00	60.50	866.50	693.00
(ii)	Pattern Grader					
	(i) Qualified	1 745.50	1 396.50	131.00	1 876.50	1 501.00
	(ii) Learners					
	first six months of experience	674.00	539.00	50.50	724.50	579.50
	second six months of experience	807.00	645.50	60.50	867.50	694.00
	third six months of experience	941.50	753.00	70.50	1 012.00	809.50
	fourth six months of experience	1 077.00	861.50	81.00	1 158.00	926.50
	fifth six months of experience	1 208.50	967.00	90.50	1 299.00	1 039.00
	sixth six months of experience	1 342.50	1 074.00	100.50	1 443.00	1 154.50
	seventh six months of experience	1 475.50	1 180.50	110.50	1 586.00	1 269.00
	next four months of experience	1 608.00	1 286.50	120.50	1 728.50	1 383.00
	Thereafter, the wage specified in (ii)(i) i.e.	1 745.50	1 396.50	131.00	1 876.50	1 501.00
(iii)	Marker-In					
	(i) Qualified	1 348.00	1 078.50	101.00	1 449.00	1 159.00
	(ii) Learners					
	first six months of experience	674.00	539.00	50.50	724.50	579.50
	second six months of experience	757.00	605.50	57.00	814.00	651.00
	third six months of experience	844.00	675.00	63.50	907.50	726.00
	fourth six months of experience	926.50	741.00	69.50	996.00	797.00
	fifth six months of experience	1 011.00	809.00	76.00	1 087.00	869.50
	sixth six months of experience	1 094.50	875.50	82.00	1 176.50	941.00
	seventh six months of experience	1 179.50	943.50	88.50	1 268.00	1 014.50
	next four months of experience	1 260.50	1 008.50	94.50	1 355.00	1 084.00
	Thereafter, the wage specified in (iii)(i)	1 348.00	1 078.50	101.00	1 449.00	1 159.00
(iv)	Shaper & Chopper-out, other than an interlining and/or trimming chopper-out					
	(i) Qualified	1 080.50	864.50	81.00	1 161.50	929.00
	(ii) Learners					
	first six months of experience	641.50	513.00	48.00	689.50	551.50
	second six months of experience	714.00	571.00	53.50	767.50	614.00
	third six months of experience	790.50	632.50	59.50	850.00	680.00
	fourth six months of experience	859.50	687.50	64.50	924.00	739.00
	fifth six months of experience	934.50	747.50	70.00	1 004.50	803.50
	next four months of experience	1 007.00	805.50	75.50	1 082.50	866.00

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DESCRIPTION OF OCCUPATION		Wages per Week from 01 Sep 2017 to 31 Aug 2018	New Employees on Incentivised Scheme Effective 1 September 2017 – 80%	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 – 80%
		R	R	R	R	R
	Thereafter, the wage specified in (iv)(i)	1 080.50	864.50	81.00	1 161.50	929.00
(v)	Checker, Examiner and/or Passer					
	(i) Qualified	937.00	749.50	70.50	1 007.50	806.00
	(ii) Learners					
	first six months of experience	641.50	513.00	48.00	689.50	551.50
	second six months of experience	714.00	571.00	53.50	767.50	614.00
	third six months of experience	790.50	632.50	59.50	850.00	680.00
	next four months of experience	860.50	688.50	64.50	925.00	740.00
	Thereafter, the wage specified in (v)(i) i.e.	937.00	749.50	70.50	1 007.50	806.00
(vi)	(a) Invoice Clerk					
	(i) Qualified	1 348.00	1 078.50	101.00	1 449.00	1 159.00
	(ii) Learners					
	first six months of experience	970.00	776.00	73.00	1 043.00	834.50
	Thereafter, the wage specified in (vi)(a)(i)	1 348.00	1 078.50	101.00	1 449.00	1 159.00
	(b) Despatch Clerk, Factory Clerk and/or Stores Clerk					
	(i) Qualified	986.00	789.00	74.00	1 060.00	848.00
	(ii) Learners					
	first six months of experience	707.50	566.00	53.00	760.50	608.50
	second six months of experience	845.50	676.50	63.50	909.00	727.00
	Thereafter, the wage specified in (vi)(b)(i)	986.00	789.00	74.00	1 060.00	848.00
(vii)	Sewing Machinist engaged in setting in sleeves and/or sewing round men's and ladies' tailored coats and overcoats:					
	(i) Qualified	1 062.00	849.50	79.50	1 141.50	913.00
	(ii) Learners					
	first six months of experience	641.50	513.00	48.00	689.50	551.50
	second six months of experience	711.00	569.00	53.50	764.50	611.50
	third six months of experience	779.00	623.00	58.50	837.50	670.00
	fourth six months of experience	849.50	679.50	63.50	913.00	730.50
	fifth six months of experience	921.50	737.00	69.00	990.50	792.50
	next four months of experience	992.50	794.00	74.50	1 067.00	853.50
	Thereafter, the wage specified in (vii)(i)	1 062.00	849.50	79.50	1 141.50	913.00
(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	1 162.00	929.50	87.00	1 249.00	999.00
	(b) Exceeds 2 722 kg	1 350.50	1 080.50	101.50	1 452.00	1 161.50
(ix)	Part-time Driver of a Motor Vehicle	1 057.50	846.00	79.50	1 137.00	909.50
(x)	Knitting Machine Operator					
	(i) Qualified	1 385.00	1 108.00	104.00	1 489.00	1 191.00
	(ii) Learners					
	first six months of experience	641.50	513.00	48.00	689.50	551.50
	second six months of experience	767.00	613.50	57.50	824.50	659.50
	third six months of experience	887.50	710.00	66.50	954.00	763.00
	fourth six months of experience	1 011.50	809.00	76.00	1 087.50	870.00
	fifth six months of experience	1 135.00	908.00	85.00	1 220.00	976.00
	next four months of experience	1 262.00	1 009.50	94.50	1 356.50	1 085.00
	Thereafter, the wage specified in (x)(i) i.e.	1 385.00	1 108.00	104.00	1 489.00	1 191.00

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		R	R	R	R	R
(xi)	Maintenance hand					
	(i) Qualified	793.00	634.50	59.50	852.50	682.00
	(ii) Learners					
	first six months of experience	641.50	513.00	48.00	689.50	551.50
	second six months of experience	671.00	537.00	50.50	721.50	577.00
	third six months of experience	697.00	557.50	52.50	749.50	599.50
	fourth six months of experience	731.00	585.00	55.00	786.00	629.00
	next four months of experience	766.50	613.00	57.50	824.00	659.00
	Thereafter, the wage specified in (xi)(i)	793.00	634.50	59.50	852.50	682.00
B. IN THE MAGISTERIAL DISTRICTS OF BLOEMFONTEIN, KIMBERLEY AND KROONSTAD						
(i) (a)	Sewing Machinist					
	(i) Qualified	937.00	749.50	70.50	1 007.50	806.00
	(ii) Learners					
	first six months of experience	641.50	513.00	48.00	689.50	551.50
	second six months of experience	691.00	553.00	52.00	743.00	594.50
	third six months of experience	738.50	591.00	55.50	794.00	635.00
	Thereafter, the wage specified in (i)(i) i.e.	937.00	749.50	70.50	1 007.50	806.00
(i) (b)	Invisible Mender, Finisher, Presser, Trimmer, Marker-In and/or Chopper-out of linings and trimmings, Former Scriber and Screen Printer					
	(i) Qualified	937.00	749.50	70.50	1 007.50	806.00
	(ii) Learners					
	first six months of experience	641.50	513.00	48.00	689.50	551.50
	second six months of experience	691.00	553.00	52.00	743.00	594.50
	third six months of experience	738.50	591.00	55.50	794.00	635.00
	fourth six months of experience	790.50	632.50	59.50	850.00	680.00
	fifth six months of experience	837.50	670.00	63.00	900.50	720.50
	next four months of experience	887.00	709.50	66.50	953.50	763.00
	Thereafter, the wage specified in (i)(i) i.e.	937.00	749.50	70.50	1 007.50	806.00
	Set Leader and/or Team Leader	996.50	797.00	74.50	1 071.00	857.00
(ii)	General Worker/Pleater					
	(i) Qualified	707.50	566.00	53.00	760.50	608.50
	(ii) Learners					
	first six months of experience	641.50	513.00	48.00	689.50	551.50
	second six months of experience	672.50	538.00	50.50	723.00	578.50
	Thereafter, the wage specified in (ii)(i) i.e.	707.50	566.00	53.00	760.50	608.50
(iii)	Despatch Packer and Layer-up					
	(i) Qualified	733.00	586.50	55.00	788.00	630.50
	(ii) Learners					
	first six months of experience	641.50	513.00	48.00	689.50	551.50
	second six months of experience	685.50	548.50	51.50	737.00	589.50
	Thereafter, the wage specified in (iii)(i)	733.00	586.50	55.00	788.00	630.50
(iv)	Plain Sewer					
	(i) Qualified	767.00	613.50	57.50	824.50	659.50
	(ii) Learners					
	first six months of experience	641.50	513.00	48.00	689.50	551.50
	Thereafter, the wage specified in (iv)(i)	767.00	613.50	57.50	824.50	659.50
(v)	Sample Machinist	1 067.50	854.00	80.00	1 147.50	918.00

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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:	893.00	714.50	70.50	963.50	771.00
	(ii) Learners:					
	first six months of experience	614.00	491.00	48.00	662.00	529.50
	second six months of experience	661.00	529.00	52.00	713.00	570.50
	third six months of experience	706.50	565.00	55.50	762.00	609.50
	Thereafter, the wage specified in (i)(a)(i)	893.00	714.50	70.50	963.50	771.00
(i) (b)	Invisible Mender, Finisher, Presser, Trimmer, Marker-In and/or Chopper-out of linings and trimmings. Former Scriber and Screen Printer:					
	(i) Qualified:	893.00	714.50	70.50	963.50	771.00
	(ii) Learners:					
	first six months of experience	614.00	491.00	48.00	662.00	529.50
	second six months of experience	661.00	529.00	52.00	713.00	570.50
	third six months of experience	706.50	565.00	55.50	762.00	609.50
	fourth six months of experience	755.00	604.00	59.50	814.50	651.50
	fifth six months of experience	799.00	639.00	63.00	862.00	689.50
	Next four months of experience	845.50	676.50	66.50	912.00	729.50
	Thereafter, the wage specified in (i)(b)(i)	893.00	714.50	70.50	963.50	771.00
	Set Leader and/or Team Leader	950.50	760.50	74.50	1 025.00	820.00
(ii)	General Worker/Pleater					
	(i) Qualified	683.00	546.50	53.00	736.00	589.00
	(ii) Learners					
	first six months of experience	614.00	491.00	48.00	662.00	529.50
	second six months of experience	648.00	518.50	50.50	698.50	559.00
	Thereafter, the wage specified in (ii)(i) i.e.	683.00	546.50	53.00	736.00	589.00
(iii)	Despatch Packer					
	(i) Qualified	713.00	570.50	55.00	768.00	614.50
	(ii) Learners					
	first six months of experience	614.00	491.00	48.00	662.00	529.50
	second six months of experience	662.00	529.50	51.50	713.50	571.00
	Thereafter, the wage specified in (iii)(i)	713.00	570.50	55.00	768.00	614.50
(iv)	Layer-Up					
	(i) Qualified	708.00	566.50	55.00	763.00	610.50
	(ii) Learners					
	first six months of experience	614.00	491.00	48.00	662.00	529.50
	second six months of experience	662.50	530.00	51.50	714.00	571.00
	Thereafter, the wage specified in (iii)(i)	720.50	576.50	55.00	775.50	620.50
(v)	Plain Sewer					
	(i) Qualified	738.50	591.00	57.50	796.00	637.00
	(ii) Learners					
	first six months of experience	615.00	492.00	48.00	663.00	530.50
	Thereafter, the wage specified in (iv)(i)	738.50	591.00	57.50	796.00	637.00
(vi)	Sample Machinist	1 013.50	811.00	80.00	1 093.50	875.00
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.						