

**NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY  
NORTHERN REGION (KNITTING) NEW WAGE RATES NEGOTIATED BY THE PARTIES  
FOR THE PERIOD 01 SEPTEMBER 2015 TO 31 AUGUST 2016**

<b>WAGES</b>		<b>GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)</b>				
<b>DESCRIPTION</b>		<b>Wage per Week from 01 Sep 2014 to 31 Aug 2015</b>	<b>New Employees on Incentivised Scheme Effective 1 September 2014 = 80%</b>	<b>Across the Board Increase 7.4%</b>	<b>Wage per Week from 01 Sep 2015 to 31 Aug 2016</b>	<b>New Employees on Incentivised Scheme Effective 1 September 2015 = 80%</b>
		<b>R</b>	<b>R</b>	<b>R</b>	<b>R</b>	<b>R</b>
<b>(i)</b>	<b>Foreman:</b>	<b>1792,90</b>	<b>1 434,30</b>	<b>132,70</b>	<b>1925,60</b>	<b>1 540,50</b>
<b>(ii)</b>	<b>Dyer: (See (iv) below)</b>					
<b>(iii)</b>	<b>Storeman:</b>					
	(i) Qualified:	<b>1725,80</b>	<b>1 380,60</b>	<b>127,70</b>	<b>1853,50</b>	<b>1 482,80</b>
	(ii) Learners:					
	first six months of experience	<b>623,10</b>	<b>498,50</b>	<b>46,10</b>	<b>669,20</b>	<b>535,40</b>
	second six months of experience	<b>898,80</b>	<b>719,00</b>	<b>66,50</b>	<b>965,30</b>	<b>772,20</b>
	third six months of experience	<b>1174,40</b>	<b>939,50</b>	<b>86,90</b>	<b>1261,30</b>	<b>1 009,00</b>
	next four months of experience	<b>1450,20</b>	<b>1 160,20</b>	<b>107,30</b>	<b>1557,50</b>	<b>1 246,00</b>
	Thereafter, the wage specified in (iii)(i) i.e.	<b>1725,80</b>	<b>1 380,60</b>	<b>127,70</b>	<b>1853,50</b>	<b>1 482,80</b>
<b>(iv)</b>	<b>Mechanic/Dyer:</b>					
	(i) Qualified:	<b>1792,90</b>	<b>1 434,30</b>	<b>132,70</b>	<b>1925,60</b>	<b>1 540,50</b>
	(ii) Learners:					
	first six months of experience	<b>623,10</b>	<b>498,50</b>	<b>46,10</b>	<b>669,20</b>	<b>535,40</b>
	second six months of experience	<b>739,90</b>	<b>591,90</b>	<b>54,80</b>	<b>794,70</b>	<b>635,80</b>
	third six months of experience	<b>857,00</b>	<b>685,60</b>	<b>63,40</b>	<b>920,40</b>	<b>736,30</b>
	fourth six months of experience	<b>974,00</b>	<b>779,20</b>	<b>72,10</b>	<b>1046,10</b>	<b>836,90</b>
	fifth six months of experience	<b>1091,00</b>	<b>872,80</b>	<b>80,70</b>	<b>1171,70</b>	<b>937,40</b>
	sixth six months of experience	<b>1207,70</b>	<b>966,20</b>	<b>89,40</b>	<b>1297,10</b>	<b>1 037,70</b>
	seventh six months of experience	<b>1324,90</b>	<b>1 059,90</b>	<b>98,00</b>	<b>1422,90</b>	<b>1 138,30</b>
	eighth six months of experience	<b>1441,80</b>	<b>1 153,40</b>	<b>106,70</b>	<b>1548,50</b>	<b>1 238,80</b>
	ninth six months of experience	<b>1558,60</b>	<b>1 246,90</b>	<b>115,30</b>	<b>1673,90</b>	<b>1 339,10</b>
	next four months of experience	<b>1676,20</b>	<b>1 341,00</b>	<b>124,00</b>	<b>1800,20</b>	<b>1 440,20</b>
	Thereafter, the wage specified in (iv)(i) i.e.	<b>1792,90</b>	<b>1 434,30</b>	<b>132,70</b>	<b>1925,60</b>	<b>1 540,50</b>
<b>(v)</b>	<b>Mechanic's Assistant:</b>					
	(i) Qualified:	<b>1174,00</b>	<b>939,20</b>	<b>86,90</b>	<b>1260,90</b>	<b>1 008,70</b>
	(ii) Learners:					
	first six months of experience	<b>623,10</b>	<b>498,50</b>	<b>46,10</b>	<b>669,20</b>	<b>535,40</b>
	second six months of experience	<b>677,60</b>	<b>542,10</b>	<b>50,10</b>	<b>727,70</b>	<b>582,20</b>
	third six months of experience	<b>720,40</b>	<b>576,30</b>	<b>53,30</b>	<b>773,70</b>	<b>619,00</b>
	fourth six months of experience	<b>788,00</b>	<b>630,40</b>	<b>58,30</b>	<b>846,30</b>	<b>677,00</b>
	fifth six months of experience	<b>843,40</b>	<b>674,70</b>	<b>62,40</b>	<b>905,80</b>	<b>724,60</b>
	sixth six months of experience	<b>898,90</b>	<b>719,10</b>	<b>66,50</b>	<b>965,40</b>	<b>772,30</b>
	seventh six months of experience	<b>953,50</b>	<b>762,80</b>	<b>70,60</b>	<b>1024,10</b>	<b>819,30</b>
	eighth six months of experience	<b>1009,00</b>	<b>807,20</b>	<b>74,70</b>	<b>1083,70</b>	<b>867,00</b>
	ninth six months of experience	<b>1063,80</b>	<b>851,00</b>	<b>78,70</b>	<b>1142,50</b>	<b>914,00</b>
	next four months of experience	<b>1119,20</b>	<b>895,40</b>	<b>82,80</b>	<b>1202,00</b>	<b>961,60</b>
	Thereafter, the wage specified in (v)(i) i.e.	<b>1174,00</b>	<b>939,20</b>	<b>86,90</b>	<b>1260,90</b>	<b>1 008,70</b>

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DESCRIPTION		Wage 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%	Wage 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
(vi)	<b>Supervisor:</b>	1241,30	993,00	91,90	1333,20	1 066,60
(vii)	<b>Final Examiner of fully-fashioned garments:</b>	1152,50	922,00	85,30	1237,80	990,20
(viii)	<b>Factory Clerk, Despatch Clerk, Stores Clerk:</b>					
	(i) Qualified	1128,60	902,90	83,50	1212,10	969,70
	(ii) Learners:					
	first six months of experience	623,10	498,50	46,10	669,20	535,40
	second six months of experience	749,30	599,40	55,40	804,70	643,80
	third six months of experience	875,70	700,60	64,80	940,50	752,40
	next four months of experience	1002,30	801,80	74,20	1076,50	861,20
	Thereafter, the wage specified in (viii)(i)	1128,60	902,90	83,50	1212,10	969,70
(ix)	<b>Knitting Machine Operator, Warp Knitting Machine Operator, Dyer's Assistant, Colouring Mass-Measurer and/or Cutter or Shaper of fully-fashioned garments, Handyman and Warper:</b>					
	(i) Qualified:	1128,60	902,90	83,50	1212,10	969,70
	(ii) Learners:					
	first six months of experience	623,10	498,50	46,10	669,20	535,40
	second six months of experience	707,10	565,70	52,30	759,40	607,50
	third six months of experience	791,20	633,00	58,50	849,70	679,80
	fourth six months of experience	875,70	700,60	64,80	940,50	752,40
	fifth six months of experience	959,90	767,90	71,00	1030,90	824,70
	next four months of experience	1044,30	835,40	77,30	1121,60	897,30
	Thereafter, the wage specified in (ix)(i) i.e.	1128,60	902,90	83,50	1212,10	969,70
(x) (a)	<b>Loader of magazine or comb, Linker, Overlocker other than an overlocker of seconds in socks, Mender and Plain Sewer:</b>					
	(i) Qualified:	984,70	787,80	72,90	1057,60	846,10
	(ii) Learners:					
	first six months of experience	623,10	498,50	46,10	669,20	535,40
	second six months of experience	713,00	570,40	52,80	765,80	612,60
	third six months of experience	803,60	642,90	59,50	863,10	690,50
	next four months of experience	894,40	715,50	66,20	960,60	768,50
	Thereafter, the wage specified in (x)(i) i.e.	984,70	787,80	72,90	1057,60	846,10
(x) (b)	<b>Sewing Machinist including a button, buttonhole and hemming machinist:</b>					
	(i) Qualified:	984,70	787,80	72,90	1057,60	846,10
	(ii) Learners:					
	first six months of experience	623,10	498,50	46,10	669,20	535,40
	second six months of experience	713,00	570,40	52,80	765,80	612,60
	third six months of experience	803,60	642,90	59,50	863,10	690,50

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			R	R	R	R	R
		Thereafter, the wage specified in (x)(i) i.e.	984,70	787,80	72,90	1057,60	846,10
(xi)	<b>Driver of a Motor Vehicle, the unladen mass of which, together with the unladen mass of any trailer or trailers drawn by such vehicle—:</b>						
	(a)	does not exceed 453,5 kg	941,40	753,10	69,70	1011,10	808,90
	(b)	exceeds 453,5 kg but not 2 721 kg	1111,50	889,20	82,30	1193,80	955,00
	(c)	exceeds 2 721 kg but not 4 535 kg	1183,60	946,90	87,60	1271,20	1 017,00
	(d)	exceeds 4 535 kg	1284,50	1 027,60	95,10	1379,60	1 103,70
(xii)	<b>Security Officer:</b>		1438,00	1 150,40	106,40	1544,40	1 235,50
(xiii)	<b>Watchman:</b>		1109,50	887,60	82,10	1191,60	953,30
(xiv)	<b>Employee not elsewhere specified:</b>						
	(i)	Qualified:	1155,30	924,20	85,50	1240,80	992,60
	(ii)	Learners:					
		first six months of experience	623,10	498,50	46,10	669,20	535,40
		second six months of experience	755,90	604,70	55,90	811,80	649,40
		third six months of experience	889,10	711,30	65,80	954,90	763,90
		next four months of experience	1022,00	817,60	75,60	1097,60	878,10
		Thereafter, the wage specified in (xiv)(i)	1155,30	924,20	85,50	1240,80	992,60
(xv)	<b>Seamer, Mender of socks, Sorter, Cleaner (i.e. an employee engaged in cleaning garments and/or fabrics), Grader, Sampler (i.e. an employee engaged in the making up of sample cards), Winder, Overlocker for seconds in socks and/or Examiner of knitted fabrics and articles, Backwinder, Drawthreader, Pre-and Post-boarder or Former, Precutter, Presser, Turner, Operator of calender, slitting, setting or steaming machine, Operator of brushing, raising and/or cropping machine, Operator of dye machine, Operator of drying and/or hydro-extracting machine, employee engaged in Transferring and/or Labelling, Trimming off surplus threads, Folding, Carding and/or Packing, Waxring Maker, Boiler Attendant, Creeler, Teamaker, Despatch Packer, Parcel Maker, General Worker and Floor Walker/Runner:</b>		940,30	752,20	69,60	1009,90	807,90
(xvi)	<b>General Worker/Traveller's Assistant, Cloakroom Supervisor and/or Attendant, Teamaker employed after 30-06-1987:</b>		809,40	647,50	59,90	869,30	695,40

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			R	R	R	R	R
(xvii)	All employees classified in (xv) and who were employed after 30-06-1987, other than general worker, traveller's assistant, cloakroom supervisor and/or attendant and teamaker:						
	(i)	Qualified:	809,40	647,50	59,90	869,30	695,40
	(ii)	Learners:					
		first six months of experience	623,10	498,50	46,10	669,20	535,40
		second six months of experience	684,80	547,80	50,70	735,50	588,40
		third six months of experience	747,60	598,10	55,30	802,90	642,30
		Thereafter, the wage specified in (xvii) (i)	809,40	647,50	59,90	869,30	695,40
<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>							