

**NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY
NORTHERN REGION (KNITTING) NEW WAGE RATES NEGOTIATED BY THE PARTIES
FOR THE PERIOD 01 SEPTEMBER 2018 TO 31 AUGUST 2019**

WAGES	GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)					
	DESCRIPTION	Wage 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%	Wage 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
(i)	Foreman:	2237.60	1 790.10	167.80	2405.40	1 924.30
(ii)	Dyer: (See (iv) below)					
(iii)	Storeman:					
	(i) Qualified:	2153.90	1 723.10	161.50	2315.40	1 852.30
	(ii) Learners:					
	first six months of experience	777.60	622.10	58.30	835.90	668.70
	second six months of experience	1121.70	897.40	84.10	1205.80	964.60
	third six months of experience	1465.70	1 172.60	109.90	1575.60	1 260.50
	next four months of experience	1809.90	1 447.90	135.70	1945.60	1 556.50
	Thereafter, the wage specified in (iii)(i) i.e.	2153.90	1 723.10	161.50	2315.40	1 852.30
(iv)	Mechanic/Dyer:					
	(i) Qualified:	2237.60	1 790.10	167.80	2405.40	1 924.30
	(ii) Learners:					
	first six months of experience	777.60	622.10	58.30	835.90	668.70
	second six months of experience	923.50	738.80	69.30	992.80	794.20
	third six months of experience	1069.50	855.60	80.20	1149.70	919.80
	fourth six months of experience	1215.70	972.60	91.20	1306.90	1 045.50
	fifth six months of experience	1361.60	1 089.30	102.10	1463.70	1 171.00
	sixth six months of experience	1507.40	1 205.90	113.10	1620.50	1 296.40
	seventh six months of experience	1653.50	1 322.80	124.00	1777.50	1 422.00
	eighth six months of experience	1799.50	1 439.60	135.00	1934.50	1 547.60
	ninth six months of experience	1945.20	1 556.20	145.90	2091.10	1 672.90
	next four months of experience	2092.00	1 673.60	156.90	2248.90	1 799.10
	Thereafter, the wage specified in (iv)(i) i.e.	2237.60	1 790.10	167.80	2405.40	1 924.30
(v)	Mechanic's Assistant:					
	(i) Qualified:	1465.30	1 172.20	109.90	1575.20	1 260.20
	(ii) Learners:					
	first six months of experience	777.60	622.10	58.30	835.90	668.70
	second six months of experience	845.60	676.50	63.40	909.00	727.20
	third six months of experience	899.10	719.30	67.40	966.50	773.20
	fourth six months of experience	983.50	786.80	73.80	1057.30	845.80
	fifth six months of experience	1052.70	842.20	79.00	1131.70	905.40
	sixth six months of experience	1121.80	897.40	84.10	1205.90	964.70
	seventh six months of experience	1190.10	952.10	89.30	1279.40	1 023.50
	eighth six months of experience	1259.40	1 007.50	94.50	1353.90	1 083.10
	ninth six months of experience	1327.70	1 062.20	99.60	1427.30	1 141.80
	next four months of experience	1396.90	1 117.50	104.80	1501.70	1 201.40
	Thereafter, the wage specified in (v)(i) i.e.	1465.30	1 172.20	109.90	1575.20	1 260.20

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		R	R	R	R	R
(vi)	Supervisor:	1549.30	1 239.40	116.20	1665.50	1 332.40
(vii)	Final Examiner of fully-fashioned garments:	1438.40	1 150.70	107.90	1546.30	1 237.00
(viii)	Factory Clerk, Despatch Clerk, Stores Clerk:					
	(i) Qualified	1408.60	1 126.90	105.60	1514.20	1 211.40
	(ii) Learners:					
	first six months of experience	777.60	622.10	58.30	835.90	668.70
	second six months of experience	935.20	748.20	70.10	1005.30	804.20
	third six months of experience	1092.90	874.30	82.00	1174.90	939.90
	next four months of experience	1251.00	1 000.80	93.80	1344.80	1 075.80
	Thereafter, the wage specified in (viii)(i) i.e.	1408.60	1 126.90	105.60	1514.20	1 211.40
(ix)	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:					
	(i) Qualified:	1408.60	1 126.90	105.60	1514.20	1 211.40
	(ii) Learners:					
	first six months of experience	777.60	622.10	58.30	835.90	668.70
	second six months of experience	882.50	706.00	66.20	948.70	759.00
	third six months of experience	987.40	789.90	74.10	1061.50	849.20
	fourth six months of experience	1092.90	874.30	82.00	1174.90	939.90
	fifth six months of experience	1198.00	958.40	89.80	1287.80	1 030.20
	next four months of experience	1303.40	1 042.70	97.80	1401.20	1 121.00
	Thereafter, the wage specified in (ix)(i) i.e.	1408.60	1 126.90	105.60	1514.20	1 211.40
(x)	Loader of magazine or comb, Linker, Overlocker other than an overlocker of seconds in socks, Mender and Plain Sewer:					
(a)						
	(i) Qualified:	1229.00	983.20	92.20	1321.20	1 057.00
	(ii) Learners:					
	first six months of experience	777.60	622.10	58.30	835.90	668.70
	second six months of experience	890.00	712.00	66.80	956.80	765.40
	third six months of experience	1002.90	802.30	75.20	1078.10	862.50
	next four months of experience	1116.20	893.00	83.70	1199.90	959.90
	Thereafter, the wage specified in (x)(i) i.e.	1229.00	983.20	92.20	1321.20	1 057.00
(x)	Sewing Machinist including a button, buttonhole and hemming machinist:					
(b)						
	(i) Qualified:	1229.00	983.20	92.20	1321.20	1 057.00
	(ii) Learners:					
	first six months of experience	777.60	622.10	58.30	835.90	668.70
	second six months of experience	890.00	712.00	66.80	956.80	765.40

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		R	R	R	R	R
	third six months of experience	1002.90	802.30	75.20	1078.10	862.50
	Thereafter, the wage specified in (x)(i) i.e.	1229.00	983.20	92.20	1321.20	1 057.00
(xi)	Driver of a Motor Vehicle, the unladen mass of which, together with the unladen mass of any trailer or trailers drawn by such vehicle—:					
	(a) does not exceed 453,5 kg	1175.00	940.00	88.10	1263.10	1 010.50
	(b) exceeds 453,5 kg but not 2 721 kg	1387.30	1 109.80	104.00	1491.30	1 193.00
	(c) exceeds 2 721 kg but not 4 535 kg	1477.20	1 181.80	110.80	1588.00	1 270.40
	(d) exceeds 4 535 kg	1603.20	1 282.60	120.20	1723.40	1 378.70
(xii)	Security Officer:	1794.80	1 435.80	134.60	1929.40	1 543.50
(xiii)	Watchman:	1384.70	1 107.80	103.90	1488.60	1 190.90
(xiv)	Employee not elsewhere specified:					
	(i) Qualified:	1441.90	1 153.50	108.10	1550.00	1 240.00
	(ii) Learners:					
	first six months of experience	777.60	622.10	58.30	835.90	668.70
	second six months of experience	943.30	754.60	70.70	1014.00	811.20
	third six months of experience	1109.70	887.80	83.20	1192.90	954.30
	next four months of experience	1275.50	1 020.40	95.70	1371.20	1 097.00
	Thereafter, the wage specified in (xiv)(i) i.e.	1441.90	1 153.50	108.10	1550.00	1 240.00
(xv)	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:	1173.60	938.90	88.00	1261.60	1 009.30

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		R	R	R	R	R
(xvi)	General Worker/Traveller's Assistant, Cloakroom Supervisor and/or Attendant, Teamaker employed after 30-06-1987:	1010.10	808.10	75.80	1085.90	868.70
(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:	1010.10	808.10	75.80	1085.90	868.70
	(ii) Learners:			0.00		
	first six months of experience	777.60	622.10	58.30	835.90	668.70
	second six months of experience	854.70	683.80	64.10	918.80	735.00
	third six months of experience	933.00	746.40	70.00	1003.00	802.40
	Thereafter, the wage specified in (xvii) (i)	1010.10	808.10	75.80	1085.90	868.70
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.						