

**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**

WAGES	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)					
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	
<b>(i) Foreman:</b>	1801,20	1 441,00	133,30	1934,50	1 547,60	
<b>(ii) Dyer: (See (iv) below)</b>						
<b>(iii) Storeman:</b>						
(i) Qualified:	1733,80	1 387,00	128,30	1862,10	1 489,70	
(ii) Learners:						
first six months of experience	626,00	500,80	46,30	672,30	537,80	
second six months of experience	902,90	722,30	66,80	969,70	775,80	
third six months of experience	1179,90	943,90	87,30	1267,20	1 013,80	
next four months of experience	1456,80	1 165,40	107,80	1564,60	1 251,70	
Thereafter, the wage specified in (iii)(i) i.e.	1733,80	1 387,00	128,30	1862,10	1 489,70	
<b>(iv) Mechanic/Dyer:</b>						
(i) Qualified:	1801,20	1 441,00	133,30	1934,50	1 547,60	
(ii) Learners:						
first six months of experience	626,00	500,80	46,30	672,30	537,80	
second six months of experience	743,30	594,60	55,00	798,30	638,60	
third six months of experience	860,90	688,70	63,70	924,60	739,70	
fourth six months of experience	978,40	782,70	72,40	1050,80	840,60	
fifth six months of experience	1096,10	876,90	81,10	1177,20	941,80	
sixth six months of experience	1213,40	970,70	89,80	1303,20	1 042,60	
seventh six months of experience	1331,10	1 064,90	98,50	1429,60	1 143,70	
eighth six months of experience	1448,60	1 158,90	107,20	1555,80	1 244,60	
ninth six months of experience	1565,70	1 252,60	115,90	1681,60	1 345,30	
next four months of experience	1684,00	1 347,20	124,60	1808,60	1 446,90	
Thereafter, the wage specified in (iv)(i) i.e.	1801,20	1 441,00	133,30	1934,50	1 547,60	
<b>(v) Mechanic's Assistant:</b>						
(i) Qualified:	1179,40	943,50	87,30	1266,70	1 013,40	
(ii) Learners:						
first six months of experience	626,00	500,80	46,30	672,30	537,80	
second six months of experience	680,50	544,40	50,40	730,90	584,70	
third six months of experience	736,80	589,40	54,50	791,30	633,00	
fourth six months of experience	791,60	633,30	58,60	850,20	680,20	
fifth six months of experience	847,40	677,90	62,70	910,10	728,10	
sixth six months of experience	903,00	722,40	66,80	969,80	775,80	
seventh six months of experience	958,10	766,50	70,90	1029,00	823,20	
eighth six months of experience	1013,40	810,70	75,00	1088,40	870,70	
ninth six months of experience	1068,70	855,00	79,10	1147,80	918,20	
next four months of experience	1124,30	899,40	83,20	1207,50	966,00	
Thereafter, the wage specified in (v)(i) i.e.	1179,40	943,50	87,30	1266,70	1 013,40	
<b>(vi) Supervisor:</b>	1247,20	997,80	92,30	1339,50	1 071,60	

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		R	R	R	R	R
(vii)	<b>Final Examiner of fully-fashioned garments:</b>	1158,00	926,40	85,70	1243,70	995,00
(viii)	<b>Factory Clerk, Despatch Clerk, Stores Clerk:</b>					
	(i) Qualified	1134,00	907,20	83,90	1217,90	974,30
	(ii) Learners:					
	first six months of experience	626,00	500,80	46,30	672,30	537,80
	second six months of experience	752,70	602,20	55,70	808,40	646,70
	third six months of experience	879,70	703,80	65,10	944,80	755,80
	next four months of experience	1007,10	805,70	74,50	1081,60	865,30
	Thereafter, the wage specified in (viii)(i)	1134,00	907,20	83,90	1217,90	974,30
(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:	1134,00	907,20	83,90	1217,90	974,30
	(ii) Learners:					
	first six months of experience	626,00	500,80	46,30	672,30	537,80
	second six months of experience	710,10	568,10	52,50	762,60	610,10
	third six months of experience	794,70	635,80	58,80	853,50	682,80
	fourth six months of experience	879,70	703,80	65,10	944,80	755,80
	fifth six months of experience	964,50	771,60	71,40	1035,90	828,70
	next four months of experience	1049,10	839,30	77,60	1126,70	901,40
	Thereafter, the wage specified in (ix)(i) i.e.	1134,00	907,20	83,90	1217,90	974,30
(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:	989,30	791,40	73,20	1062,50	850,00
	(ii) Learners:					
	first six months of experience	626,00	500,80	46,30	672,30	537,80
	second six months of experience	716,40	573,10	53,00	769,40	615,50
	third six months of experience	807,30	645,80	59,70	867,00	693,60
	next four months of experience	898,50	718,80	66,50	965,00	772,00
	Thereafter, the wage specified in (x)(i) i.e.	989,30	791,40	73,20	1062,50	850,00
(x) (b)	<b>Sewing Machinist including a button, buttonhole and hemming machinist:</b>					
	(i) Qualified:	989,30	791,40	73,20	1062,50	850,00
	(ii) Learners:					
	first six months of experience	626,00	500,80	46,30	672,30	537,80
	second six months of experience	716,40	573,10	53,00	769,40	615,50
	third six months of experience	807,30	645,80	59,70	867,00	693,60
	Thereafter, the wage specified in (x)(i) i.e.	989,30	791,40	73,20	1062,50	850,00

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(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	945,70	756,60	70,00	1015,70	812,60
	(b) exceeds 453,5 kg but not 2 721 kg	1116,60	893,30	82,60	1199,20	959,40
	(c) exceeds 2 721 kg but not 4 535 kg	1189,20	951,40	88,00	1277,20	1 021,80
	(d) exceeds 4 535 kg	1290,60	1 032,50	95,50	1386,10	1 108,90
(xii)	<b>Security Officer:</b>	1444,60	1 155,70	106,90	1551,50	1 241,20
(xiii)	<b>Watchman:</b>	1114,70	891,80	82,50	1197,20	957,80
(xiv)	<b>Employee not elsewhere specified:</b>					
	(i) Qualified:	1160,60	928,50	85,90	1246,50	997,20
	(ii) Learners:					
	first six months of experience	626,00	500,80	46,30	672,30	537,80
	second six months of experience	759,40	607,50	56,20	815,60	652,50
	third six months of experience	893,30	714,60	66,10	959,40	767,50
	next four months of experience	1026,80	821,40	76,00	1102,80	882,20
	Thereafter, the wage specified in (xiv)(i)	1160,60	928,50	85,90	1246,50	997,20
(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</b>	944,60	755,70	69,90	1014,50	811,60
(xvi)	<b>General Worker/Traveller's Assistant, Cloakroom Supervisor and/or Attendant, Teamaker employed after 30-06-1987:</b>	813,10	650,50	60,20	873,30	698,60

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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:	813,10	650,50	60,20	873,30	698,60
	(ii)	Learners:					
		first six months of experience	626,00	500,80	46,30	672,30	537,80
		second six months of experience	688,10	550,50	50,90	739,00	591,20
		third six months of experience	750,90	600,70	55,60	806,50	645,20
		Thereafter, the wage specified in (xvii) (i)	813,10	650,50	60,20	873,30	698,60
<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>							