

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

| WAGES  | GROUP A (i.e. employees 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>(a) Supervisor:</b>   | 1450,50  | 1 160,40   | 107,30                         | 1557,80                                       | 1 246,20   |
| <b>(b) Milliner (Upgrade to Trimmer):</b>                      |  |  |                                |   |  |
| (i) Qualified  | 1150,50  | 920,40   | 85,10                          | 1235,60                                       | 988,50   |
| (ii) Learners:   |  |  |                                |   |  |
| first six months of experience                                 | 815,10   | 652,10   | 60,30                          | 875,40  | 700,30   |
| second six months of experience                                | 891,30   | 713,00   | 66,00                          | 957,30  | 765,80   |
| third six months of experience                                 | 978,60   | 782,90   | 72,40                          | 1051,00                                       | 840,80   |
| next four months of experience                                 | 1085,20  | 868,20   | 80,30                          | 1165,50                                       | 932,40   |
| Thereafter, the wage specified in (b)(i) i.e.                  | 1150,50  | 920,40   | 85,10                          | 1235,60                                       | 988,50   |
| <b>(c) (1) Blocker-Front (Upgrade from Assistant Blocker):</b> |  |  |                                |   |  |
| (i) Qualified:   | 968,10   | 774,50   | 71,60                          | 1039,70                                       | 831,80   |
| (ii) Learners:   |  |  |                                |   |  |
| first six months of experience                                 | 802,40   | 641,90   | 59,40                          | 861,80  | 689,40   |
| second six months of experience                                | 828,40   | 662,70   | 61,30                          | 889,70  | 711,80   |
| third six months of experience                                 | 880,70   | 704,60   | 65,20                          | 945,90  | 756,70   |
| next four months of experience                                 | 921,60   | 737,30   | 68,20                          | 989,80  | 791,80   |
| Thereafter, the wage specified in (c)(1)(i) i.e.               | 968,10   | 774,50   | 71,60                          | 1039,70                                       | 831,80   |
| <b>(2) Driver:</b>   | 968,10   | 774,50   | 71,60                          | 1039,70                                       | 831,80   |
| <b>Machine Operator &amp; Chopper-Out:</b>                     |  |  |                                |   |  |
| (i) Qualified:   | 895,80   | 716,60   | 66,30                          | 962,10  | 769,70   |
| (ii) Learners:   |  |  |                                |   |  |
| first six months of experience                                 | 564,90   | 451,90   | 41,80                          | 606,70  | 485,40   |
| second six months of experience                                | 645,40   | 516,30   | 47,80                          | 693,20  | 554,60   |
| third six months of experience                                 | 691,20   | 553,00   | 51,10                          | 742,30  | 593,80   |
| next four months of experience                                 | 797,90   | 638,30   | 59,00                          | 856,90  | 685,50   |
| Thereafter, the wage specified in (d)(i) i.e.                  | 895,80   | 716,60   | 66,30                          | 962,10  | 769,70   |
| <b>(e) Trimmer/General Worker/Labourer/Assistant Blocker:</b>  |  |  |                                |   |  |
| (i) Qualified:   | 763,60   | 610,90   | 56,50                          | 820,10  | 656,10   |
| (ii) Learners:   |  |  |                                |   |  |
| first six months of experience                                 | 564,90   | 451,90   | 41,80                          | 606,70  | 485,40   |
| second six months of experience                                | 619,10   | 495,30   | 45,80                          | 664,90  | 531,90   |
| third six months of experience                                 | 664,80   | 531,80   | 49,20                          | 714,00  | 571,20   |
| next four months of experience                                 | 715,30   | 572,20   | 52,90                          | 768,20  | 614,60   |
| Thereafter, the wage specified in (e)(i) i.e.                  | 763,60   | 610,90   | 56,50                          | 820,10  | 656,10   |
| <b>(f) Boiler Attendant &amp; Watchman:</b>                    | 835,10   | 668,10   | 61,80                          | 896,90  | 717,50   |

**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.**