

**NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY
NORTHERN REGION (MILLINERY) NEW WAGE RATES NEGOTIATED BY THE PARTIES
FOR THE PERIOD 1 SEPTEMBER 2015 TO 31 AUGUST 2016**

WAGES		GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)				
		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
(a)	Supervisor:	1453,90	1 163,10	107,60	1561,50	1 249,20
(b)	Milliner (Upgrade to Trimmer):					
	(i) Qualified	1153,40	922,70	85,40	1238,80	991,00
	(ii) Learners:					
	first six months of experience	817,00	653,60	60,50	877,50	702,00
	second six months of experience	893,30	714,60	66,10	959,40	767,50
	third six months of experience	980,80	784,60	72,60	1053,40	842,70
	next four months of experience	1087,80	870,20	80,50	1168,30	934,60
	Thereafter, the wage specified in (b)(i) i.e.	1153,40	922,70	85,40	1238,80	991,00
(c)	(1) Blocker-Front (Upgrade from Assistant Blocker):					
	(i) Qualified:	970,40	776,30	71,80	1042,20	833,80
	(ii) Learners:					
	first six months of experience	804,30	643,40	59,50	863,80	691,00
	second six months of experience	830,30	664,20	61,40	891,70	713,40
	third six months of experience	882,80	706,20	65,30	948,10	758,50
	next four months of experience	923,90	739,10	68,40	992,30	793,80
	Thereafter, the wage specified in (c)(1)(i) i.e.	970,40	776,30	71,80	1042,20	833,80
	(2) Driver:	970,40	776,30	71,80	1042,20	833,80
	Machine Operator & Chopper-Out:					
	(i) Qualified:	897,90	718,30	66,40	964,30	771,40
	(ii) Learners:					
	first six months of experience	566,30	453,00	41,90	608,20	486,60
	second six months of experience	646,90	517,50	47,90	694,80	555,80
	third six months of experience	692,80	554,20	51,30	744,10	595,30
	next four months of experience	799,70	639,80	59,20	858,90	687,10
	Thereafter, the wage specified in (d)(i) i.e.	897,90	718,30	66,40	964,30	771,40
(e)	Trimmer/General Worker/Labourer/Assistant Blocker:					
	(i) Qualified:	765,40	612,30	56,60	822,00	657,60
	(ii) Learners:					
	first six months of experience	566,30	453,00	41,90	608,20	486,60
	second six months of experience	620,60	496,50	45,90	666,50	533,20
	third six months of experience	666,50	533,20	49,30	715,80	572,60
	next four months of experience	716,90	573,50	53,10	770,00	616,00
	Thereafter, the wage specified in (e)(i) i.e.	765,40	612,30	56,60	822,00	657,60
(f)	Boiler Attendant & Watchman:	837,30	669,80	62,00	899,30	719,40

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.