

**NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY
NORTHERN REGION (CLOTHING) 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
(A)	Pattern Maker and/or Grader:					
	(i) Qualified:	1728,30	1 382,60	127,90	1856,20	1 485,00
	(ii) Learners:					
	first six months of experience	622,40	497,90	46,10	668,50	534,80
	second six months of experience	805,60	644,50	59,60	865,20	692,20
	third six months of experience	991,40	793,10	73,40	1064,80	851,80
	fourth six months of experience	1160,50	928,40	85,90	1246,40	997,10
	fifth six months of experience	1361,90	1 089,50	100,80	1462,70	1 170,20
	next four months of experience	1546,80	1 237,40	114,50	1661,30	1 329,00
	Thereafter, the wage specified in (A)(i) i.e.	1728,30	1 382,60	127,90	1856,20	1 485,00
(B)	Marker-In:					
	(i) Qualified:	1434,90	1 147,90	106,20	1541,10	1 232,90
	(ii) Learners:					
	first six months of experience	622,40	497,90	46,10	668,50	534,80
	second six months of experience	756,70	605,40	56,00	812,70	650,20
	third six months of experience	892,60	714,10	66,10	958,70	767,00
	fourth six months of experience	1028,20	822,60	76,10	1104,30	883,40
	fifth six months of experience	1163,90	931,10	86,10	1250,00	1 000,00
	next four months of experience	1299,80	1 039,80	96,20	1396,00	1 116,80
	Thereafter, the wage specified in (B)(i) i.e.	1434,90	1 147,90	106,20	1541,10	1 232,90
(C)	Mechanic:					
	(i) Qualified:	1399,50	1 119,60	103,60	1503,10	1 202,50
	(ii) Learners:					
	first six months of experience	622,40	497,90	46,10	668,50	534,80
	second six months of experience	707,50	566,00	52,40	759,90	607,90
	third six months of experience	794,10	635,30	58,80	852,90	682,30
	fourth six months of experience	880,70	704,60	65,20	945,90	756,70
	fifth six months of experience	967,60	774,10	71,60	1039,20	831,40
	sixth six months of experience	1053,30	842,60	77,90	1131,20	905,00
	seventh six months of experience	1140,50	912,40	84,40	1224,90	979,90
	eighth six months of experience	1226,80	981,40	90,80	1317,60	1 054,10
	next four months of experience	1313,50	1 050,80	97,20	1410,70	1 128,60
	Thereafter, the wage specified in (C)(i) i.e.	1399,50	1 119,60	103,60	1503,10	1 202,50
(D)	Chopper Out, Cutter and/or Re-Cutter, Negative Maker, Screen Maker (Engraver), Screen Printer, Sample Cutter:					
	(i) Qualified:	1039,40	831,50	76,90	1116,30	893,00
	(ii) Learners:					
	first six months of experience	622,40	497,90	46,10	668,50	534,80
	second six months of experience	725,80	580,60	53,70	779,50	623,60
	third six months of experience	830,80	664,60	61,50	892,30	713,80

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		R	R	R	R	R
	next four months of experience	936,40	749,10	69,30	1005,70	804,60
	Thereafter, the wage specified in (D)(i) i.e.	1039,40	831,50	76,90	1116,30	893,00
*(E1)	Sample Machinist:	1033,60	826,90	76,50	1110,10	888,10
(E)(a)	Sewing Machinist:					
	(i) Qualified:	898,50	718,80	66,50	965,00	772,00
	(ii) Learners:					
	first six months of experience	622,40	497,90	46,10	668,50	534,80
	second six months of experience	690,50	552,40	51,10	741,60	593,30
	third six months of experience	758,60	606,90	56,10	814,70	651,80
	Thereafter, the wage specified in (E)(i) i.e.	898,50	718,80	66,50	965,00	772,00
(E)(b)	Finisher, Operator of a Linking, Overlocking and/or Sewing Machine; Invisible Mender Embroiderer, Embroidery Machinist (other than embroidery machine minder); Fagotter, Beader and/or Pleater by hand, Baster, Shaper, Fitter up; Checker, Presser of Garments, Assistant Screen Maker (Engraver), Assistant Screen Printer, Darkroom Assistant, Mixing and Filtering Operator, Oven and Curing Operator, Screen Controller, Screen Preparer, Squeegee Preparer and Despatch Packer:					
	(i) Qualified:	898,50	718,80	66,50	965,00	772,00
	(ii) Learners:					
	first six months of experience	622,40	497,90	46,10	668,50	534,80
	second six months of experience	690,50	552,40	51,10	741,60	593,30
	third six months of experience	758,60	606,90	56,10	814,70	651,80
	next four months of experience	831,00	664,80	61,50	892,50	714,00
	Thereafter, the wage specified in (E)(i) i.e.	898,50	718,80	66,50	965,00	772,00
(F1)	Machinist promoted to Assistant Supervisor:					
	(i) Qualified:	1067,80	854,20	79,00	1146,80	917,40
	(ii) Learners:					
	first six months of experience	898,50	718,80	66,50	965,00	772,00
	second six months of experience	956,90	765,50	70,80	1027,70	822,20
	third six months of experience.	1013,20	810,60	75,00	1088,20	870,60
	Thereafter, the wage specified in (F1)(i) i.e	1067,80	854,20	79,00	1146,80	917,40
(F)	Asst Supervisor, other than a Machinist promoted to Asst. Supervisor; Despatch/Factory Clerk and Storeman:					
	(i) Qualified:	1067,80	854,20	79,00	1146,80	917,40
	(ii) Learners:					
	first six months of experience	622,40	497,90	46,10	668,50	534,80
	second six months of experience	733,40	586,70	54,30	787,70	630,20
	third six months of experience	845,10	676,10	62,50	907,60	726,10
	next four months of experience	957,60	766,10	70,90	1028,50	822,80

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	Thereafter, the wage specified in (F)(i) i.e.	1067,80	854,20	79,00	1146,80	917,40
(G)	Other Pressers, not provided for elsewhere; Underpresser; Presser of shirts, ties, pyjamas and other nightwear, hats, caps, underwear, knitwear, aprons, overalls and blouses without lace, embroidery, tucks and handmade pleats; Machine belt-fixer; Maintenance Assistance; Layer-up; Plain Sewer; Operator of a button covering, zip tacking and/or pleating machine; an employee engaged on the Trubenizing of collars and/or Clicker and Shaper by template; General worker; Applique Cutter; Tracer and/or Marker and/or Framer; Pleater and Embroidery Machine Minder:					
	(i) Qualified:	745,40	596,30	55,20	800,60	640,50
	(ii) Learners:					
	first six months of experience	622,40	497,90	46,10	668,50	534,80
	second six months of experience	652,50	522,00	48,30	700,80	560,60
	third six months of experience	683,10	546,50	50,50	733,60	586,90
	next four months of experience	713,80	571,00	52,80	766,60	613,30
	Thereafter, the wage specified in (G)(i) i.e.	745,40	596,30	55,20	800,60	640,50
(H1)	Foreman:	2357,80	1 886,20	174,50	2532,30	2 025,80
(H2)	Supervisor, Assistant Foreman, Head Cutter:	1285,90	1 028,70	95,20	1381,10	1 104,90
(H3)	Artisan:	2691,70	2 153,40	199,20	2890,90	2 312,70
(H4)	Labourer, Scooter Driver and/or Boiler	828,30	662,60	61,30	889,60	711,70
(H5)	Watchman:	957,10	765,70	70,80	1027,90	822,30
(H6)	Driver (Light Motor Vehicle):	943,40	754,70	69,80	1013,20	810,60
(H7)	Driver (Medium Motor Vehicle):	1008,80	807,00	74,70	1083,50	866,80
	Sample Machinist. Any employee when called upon to perform the duties of a sample machinist, shall, while so employed be paid the wage of a sample machinist: Provided that such wage shall not be subject to the provision of clause 4 (2) (a) of this Agreement					
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.						