

**NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY
NORTHERN REGION (CLOTHING) 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
(A)	Pattern Maker and/or Grader:					
	(i) Qualified:	2157.10	1725.70	161.80	2318.90	1855.10
	(ii) Learners:					
	first six months of experience	776.90	621.50	58.30	835.20	668.20
	second six months of experience	1005.40	804.30	75.40	1080.80	864.60
	third six months of experience	1237.40	989.90	92.80	1330.20	1064.20
	fourth six months of experience	1448.40	1158.70	108.60	1557.00	1245.60
	fifth six months of experience	1699.80	1359.80	127.50	1827.30	1461.80
	next four months of experience	1930.60	1544.50	144.80	2075.40	1660.30
	Thereafter, the wage specified in (A)(i) i.e.	2157.10	1725.70	161.80	2318.90	1855.10
(B)	Marker-In:					
	(i) Qualified:	1790.90	1432.70	134.30	1925.20	1540.20
	(ii) Learners:					
	first six months of experience	776.90	621.50	58.30	835.20	668.20
	second six months of experience	944.40	755.50	70.80	1015.20	812.20
	third six months of experience	1114.10	891.30	83.60	1197.70	958.20
	fourth six months of experience	1283.20	1026.60	96.20	1379.40	1103.50
	fifth six months of experience	1452.60	1162.10	108.90	1561.50	1249.20
	next four months of experience	1622.30	1297.80	121.70	1744.00	1395.20
	Thereafter, the wage specified in (B)(i) i.e.	1790.90	1432.70	134.30	1925.20	1540.20
(C)	Mechanic:					
	(i) Qualified:	1746.70	1397.40	131.00	1877.70	1502.20
	(ii) Learners:					
	first six months of experience	776.90	621.50	58.30	835.20	668.20
	second six months of experience	883.10	706.50	66.20	949.30	759.40
	third six months of experience	991.10	792.90	74.30	1065.40	852.30
	fourth six months of experience	1099.20	879.40	82.40	1181.60	945.30
	fifth six months of experience	1207.60	966.10	90.60	1298.20	1038.60
	sixth six months of experience	1314.50	1051.60	98.60	1413.10	1130.50
	seventh six months of experience	1423.40	1138.70	106.80	1530.20	1224.20
	eighth six months of experience	1531.10	1224.90	114.80	1645.90	1316.70
	next four months of experience	1639.40	1311.50	123.00	1762.40	1409.90
	Thereafter, the wage specified in (C)(i) i.e.	1746.70	1397.40	131.00	1877.70	1502.20
(D)	Chopper Out, Cutter and/or Re-Cutter, Negative Maker, Screen Maker (Engraver), Screen Printer, Sample Cutter:					
	(i) Qualified:	1297.20	1037.80	97.30	1394.50	1115.60
	(ii) Learners:					
	first six months of experience	776.90	621.50	58.30	835.20	668.20
	second six months of experience	905.90	724.70	67.90	973.80	779.00
	third six months of experience	1036.90	829.50	77.80	1114.70	891.80

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	next four months of experience	1168.80	935.00	87.70	1256.50	1005.20
	Thereafter, the wage specified in (D)(i) i.e.	1297.20	1037.80	97.30	1394.50	1115.60
*(E1)	Sample Machinist:	1290.00	1032.00	96.70	1386.70	1109.40
(E)(a)	Sewing Machinist, Operator of a Linking, Overlocking and/or Sewing Machine, Embroidery Machinist (other than embroidery machine minder)					
	(i) Qualified:	1121.40	897.10	84.10	1205.50	964.40
	(ii) Learners:					
	first six months of experience	776.90	621.50	58.30	835.20	668.20
	second six months of experience	861.80	689.40	64.60	926.40	741.10
	third six months of experience	946.80	757.40	71.00	1017.80	814.20
	Thereafter, the wage specified in (E)(i) i.e.	1121.40	897.10	84.10	1205.50	964.40
(E)(b)	Finisher, Invisible Mender Embroiderer, Fagotter, Bearer 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:	1121.40	897.10	84.10	1205.50	964.40
	(ii) Learners:					
	first six months of experience	776.90	621.50	58.30	835.20	668.20
	second six months of experience	861.80	689.40	64.60	926.40	741.10
	third six months of experience	946.80	757.40	71.00	1017.80	814.20
	next four months of experience	1037.20	829.80	77.80	1115.00	892.00
	Thereafter, the wage specified in (E)(i) i.e.	1121.40	897.10	84.10	1205.50	964.40
(F1)	Machinist promoted to Assistant Supervisor:					
	(i) Qualified:	1332.60	1066.10	99.90	1432.50	1146.00
	(ii) Learners:					
	first six months of experience	1121.40	897.10	84.10	1205.50	964.40
	second six months of experience	1194.30	955.40	89.60	1283.90	1027.10
	third six months of experience.	1264.60	1011.70	94.80	1359.40	1087.50
	Thereafter, the wage specified in (F1)(i) i.e	1332.60	1066.10	99.90	1432.50	1146.00
(F)	Asst Supervisor, other than a Machinist promoted to Asst. Supervisor; Despatch/Factory Clerk and Storeman:					
	(i) Qualified:	1332.60	1066.10	99.90	1432.50	1146.00
	(ii) Learners:					
	first six months of experience	776.90	621.50	58.30	835.20	668.20
	second six months of experience	915.40	732.30	68.70	984.10	787.30
	third six months of experience	1054.70	843.80	79.10	1133.80	907.00
	next four months of experience	1195.20	956.20	89.60	1284.80	1027.80
	Thereafter, the wage specified in (F)(i) i.e.	1332.60	1066.10	99.90	1432.50	1146.00

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(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:	930.30	744.20	69.80	1000.10	800.10
	(ii) Learners:					
	first six months of experience	776.90	621.50	58.30	835.20	668.20
	second six months of experience	814.40	651.50	61.10	875.50	700.40
	third six months of experience	852.50	682.00	63.90	916.40	733.10
	next four months of experience	890.80	712.60	66.80	957.60	766.10
	Thereafter, the wage specified in (G)(i) i.e.	930.30	744.20	69.80	1000.10	800.10
(H1)	Foreman:	2942.80	2354.20	220.70	3163.50	2530.80
(H2)	Supervisor, Assistant Foreman, Head Cutter:	1605.00	1284.00	120.40	1725.40	1380.30
(H3)	Artisan:	3359.50	2687.60	252.00	3611.50	2889.20
(H4)	Labourer, Scooter Driver and/or Boiler	1033.80	827.00	77.50	1111.30	889.00
(H5)	Watchman:	1194.50	955.60	89.60	1284.10	1027.30
(H6)	Driver (Light Motor Vehicle):	1177.50	942.00	88.30	1265.80	1012.60
(H7)	Driver (Medium Motor Vehicle):	1259.10	1007.30	94.40	1353.50	1082.80
	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 2018, increase the Weekly Wage for those employees by the agreed Wage Increase of 7.5% Across-the-Board.						