

**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**

<b>WAGES</b>	<b>GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)</b>					
<b>DESCRIPTION</b>		<b>Wage Per Week from 01 Sep 2014 to 31 Aug 2015</b>	<b>New Employees on Incentivised Scheme Effective 1 September 2014 = 80%</b>	<b>Across the Board Increase 7.4%</b>	<b>Wage Per Week from 01 Sep 2015 to 31 Aug 2016</b>	<b>New Employees on Incentivised Scheme Effective 1 September 2015 = 80%</b>
		R	R	R	R	R
<b>(A)</b>	<b>Pattern Maker and/or Grader:</b>					
	(i) Qualified:	1736,30	1 389,00	128,50	1864,80	1 491,80
	(ii) Learners:					
	first six months of experience	625,20	500,20	46,30	671,50	537,20
	second six months of experience	809,40	647,50	59,90	869,30	695,40
	third six months of experience	996,10	796,90	73,70	1069,80	855,80
	fourth six months of experience	1165,80	932,60	86,30	1252,10	1 001,70
	fifth six months of experience	1368,40	1 094,70	101,30	1469,70	1 175,80
	next four months of experience	1554,00	1 243,20	115,00	1669,00	1 335,20
	Thereafter, the wage specified in (A)(i) i.e.	1736,30	1 389,00	128,50	1864,80	1 491,80
<b>(B)</b>	<b>Marker-In:</b>					
	(i) Qualified:	1441,70	1 153,40	106,70	1548,40	1 238,70
	(ii) Learners:					
	first six months of experience	625,20	500,20	46,30	671,50	537,20
	second six months of experience	760,30	608,20	56,30	816,60	653,30
	third six months of experience	896,80	717,40	66,40	963,20	770,60
	fourth six months of experience	1033,10	826,50	76,40	1109,50	887,60
	fifth six months of experience	1169,50	935,60	86,50	1256,00	1 004,80
	next four months of experience	1305,80	1 044,60	96,60	1402,40	1 121,90
	Thereafter, the wage specified in (B)(i) i.e.	1441,70	1 153,40	106,70	1548,40	1 238,70
<b>(C)</b>	<b>Mechanic:</b>					
	(i) Qualified:	1406,10	1 124,90	104,10	1510,20	1 208,20
	(ii) Learners:					
	first six months of experience	625,20	500,20	46,30	671,50	537,20
	second six months of experience	710,70	568,60	52,60	763,30	610,60
	third six months of experience	797,90	638,30	59,00	856,90	685,50
	fourth six months of experience	884,80	707,80	65,50	950,30	760,20
	fifth six months of experience	972,20	777,80	71,90	1044,10	835,30
	sixth six months of experience	1058,20	846,60	78,30	1136,50	909,20
	seventh six months of experience	1145,80	916,60	84,80	1230,60	984,50
	eighth six months of experience	1232,70	986,20	91,20	1323,90	1 059,10
	next four months of experience	1319,80	1 055,80	97,70	1417,50	1 134,00
	Thereafter, the wage specified in (C)(i) i.e.	1406,10	1 124,90	104,10	1510,20	1 208,20
<b>(D)</b>	<b>Chopper Out, Cutter and/or Re-Cutter, Negative Maker, Screen Maker (Engraver), Screen Printer, Sample Cutter:</b>					
	(i) Qualified:	1044,40	835,50	77,30	1121,70	897,40
	(ii) Learners:					
	first six months of experience	625,20	500,20	46,30	671,50	537,20
	second six months of experience	729,30	583,40	54,00	783,30	626,60
	third six months of experience	834,70	667,80	61,80	896,50	717,20

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		R	R	R	R	R
	next four months of experience	940,80	752,60	69,60	1010,40	808,30
	Thereafter, the wage specified in (D)(i) i.e.	1044,40	835,50	77,30	1121,70	897,40
<b>*(E1)</b>	<b>Sample Machinist:</b>	1038,50	830,80	76,80	1115,30	892,20
<b>(E)(a)</b>	<b>Sewing Machinist:</b>					
	(i) Qualified:	902,70	722,20	66,80	969,50	775,60
	(ii) Learners:					
	first six months of experience	625,20	500,20	46,30	671,50	537,20
	second six months of experience	693,80	555,00	51,30	745,10	596,10
	third six months of experience	762,30	609,80	56,40	818,70	655,00
	Thereafter, the wage specified in (E)(i) i.e.	902,70	722,20	66,80	969,50	775,60
<b>(E)(b)</b>	<b>Finisher, Operator of a Linking, Overlocking and/or Sewing Machine; Invisible Mender Embroiderer, Embroidery Machinist (other than embroidery machine minder); 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:</b>					
	(i) Qualified:	902,70	722,20	66,80	969,50	775,60
	(ii) Learners:					
	first six months of experience	625,20	500,20	46,30	671,50	537,20
	second six months of experience	693,80	555,00	51,30	745,10	596,10
	third six months of experience	762,30	609,80	56,40	818,70	655,00
	next four months of experience	834,80	667,80	61,80	896,60	717,30
	Thereafter, the wage specified in (E)(i) i.e.	902,70	722,20	66,80	969,50	775,60
<b>(F1)</b>	<b>Machinist promoted to Assistant Supervisor:</b>					
	(i) Qualified:	1072,70	858,20	79,40	1152,10	921,70
	(ii) Learners:					
	first six months of experience	902,70	722,20	66,80	969,50	775,60
	second six months of experience	961,30	769,00	71,10	1032,40	825,90
	third six months of experience.	1018,00	814,40	75,30	1093,30	874,60
	Thereafter, the wage specified in (F1)(i) i.e	1072,70	858,20	79,40	1152,10	921,70
<b>(F)</b>	<b>Asst Supervisor, other than a Machinist promoted to Asst. Supervisor; Despatch/Factory Clerk and Storeman:</b>					
	(i) Qualified:	1072,70	858,20	79,40	1152,10	921,70
	(ii) Learners:					
	first six months of experience	625,20	500,20	46,30	671,50	537,20
	second six months of experience	736,80	589,40	54,50	791,30	633,00
	third six months of experience	849,00	679,20	62,80	911,80	729,40
	next four months of experience	962,20	769,80	71,20	1033,40	826,70

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		R	R	R	R	R
	Thereafter, the wage specified in (F)(i) i.e.	1072,70	858,20	79,40	1152,10	921,70
(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:	748,80	599,00	55,40	804,20	643,40
	(ii) Learners:					
	first six months of experience	625,20	500,20	46,30	671,50	537,20
	second six months of experience	655,40	524,30	48,50	703,90	563,10
	third six months of experience	686,40	549,10	50,80	737,20	589,80
	next four months of experience	717,00	573,60	53,10	770,10	616,10
	Thereafter, the wage specified in (G)(i) i.e.	748,80	599,00	55,40	804,20	643,40
(H1)	Foreman:	2368,90	1 895,10	175,30	2544,20	2 035,40
(H2)	Supervisor, Assistant Foreman, Head Cutter:	1291,90	1 033,50	95,60	1387,50	1 110,00
(H3)	Artisan:	2704,10	2 163,30	200,10	2904,20	2 323,40
(H4)	Labourer, Scooter Driver and/or Boiler	832,20	665,80	61,60	893,80	715,00
(H5)	Watchman:	961,50	769,20	71,20	1032,70	826,20
(H6)	Driver (Light Motor Vehicle):	947,80	758,20	70,10	1017,90	814,30
(H7)	Driver (Medium Motor Vehicle):	1013,30	810,60	75,00	1088,30	870,60
	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.**