

**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 B (i.e. employees NOT 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:	2167.10	1 733.70	162.50	2329.60	1 863.70
	(ii) Learners:					
	first six months of experience	780.30	624.20	58.50	838.80	671.00
	second six months of experience	1010.10	808.10	75.80	1085.90	868.70
	third six months of experience	1243.20	994.60	93.20	1336.40	1 069.10
	fourth six months of experience	1455.10	1 164.10	109.10	1564.20	1 251.40
	fifth six months of experience	1707.90	1 366.30	128.10	1836.00	1 468.80
	next four months of experience	1939.50	1 551.60	145.50	2085.00	1 668.00
	Thereafter, the wage specified in (A)(i) i.e.	2167.10	1 733.70	162.50	2329.60	1 863.70
(B)	Marker-In:					
	(i) Qualified:	1799.40	1 439.50	135.00	1934.40	1 547.50
	(ii) Learners:					
	first six months of experience	780.30	624.20	58.50	838.80	671.00
	second six months of experience	948.90	759.10	71.20	1020.10	816.10
	third six months of experience	1119.40	895.50	84.00	1203.40	962.70
	fourth six months of experience	1289.40	1 031.50	96.70	1386.10	1 108.90
	fifth six months of experience	1459.60	1 167.70	109.50	1569.10	1 255.30
	next four months of experience	1629.70	1 303.80	122.20	1751.90	1 401.50
	Thereafter, the wage specified in (B)(i) i.e.	1799.40	1 439.50	135.00	1934.40	1 547.50
(C)	Mechanic:			0.00		
	(i) Qualified:	1755.00	1 404.00	131.60	1886.60	1 509.30
	(ii) Learners:					
	first six months of experience	780.30	624.20	58.50	838.80	671.00
	second six months of experience	887.10	709.70	66.50	953.60	762.90
	third six months of experience	995.80	796.60	74.70	1070.50	856.40
	fourth six months of experience	1104.30	883.40	82.80	1187.10	949.70
	fifth six months of experience	1213.30	970.60	91.00	1304.30	1 043.40
	sixth six months of experience	1320.70	1 056.60	99.10	1419.80	1 135.80
	seventh six months of experience	1430.00	1 144.00	107.30	1537.30	1 229.80
	eighth six months of experience	1538.50	1 230.80	115.40	1653.90	1 323.10
	next four months of experience	1647.20	1 317.80	123.50	1770.70	1 416.60
	Thereafter, the wage specified in (C)(i)	1755.00	1 404.00	131.60	1886.60	1 509.30
(D)	Chopper Out, Cutter and/or Re-Cutter, Negative Maker, Screen Maker (Engraver), Screen Printer, Sample Cutter:					
	(i) Qualified:	1303.50	1 042.80	97.80	1401.30	1 121.00
	(ii) Learners:					
	first six months of experience	780.30	624.20	58.50	838.80	671.00
	second six months of experience	910.30	728.20	68.30	978.60	782.90
	third six months of experience	1041.80	833.40	78.10	1119.90	895.90

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		next four months of experience	1174.10	939.30	88.10	1262.20	1 009.80
		Thereafter, the wage specified in (D)(i) i.e.	1303.50	1 042.80	97.80	1401.30	1 121.00
*(E1)	Sample Machinist:		1296.00	1 036.80	97.20	1393.20	1 114.60
(E)(a)	Sewing Machinist, Operator of a Linking, Overlocking and/or Sewing Machine, Embroidery Machinist (other than embroidery machine minder):						
		(i) Qualified:	1126.70	901.40	84.50	1211.20	969.00
		(ii) Learners:					
		first six months of experience	780.30	624.20	58.50	838.80	671.00
		second six months of experience	865.90	692.70	64.90	930.80	744.60
		third six months of experience	951.40	761.10	71.40	1022.80	818.20
		Thereafter, the wage specified in (E)(i) i.e.	1126.70	901.40	84.50	1211.20	969.00
(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:	1126.70	901.40	84.50	1211.20	969.00
		(ii) Learners:					
		first six months of experience	780.30	624.20	58.50	838.80	671.00
		second six months of experience	865.90	692.70	64.90	930.80	744.60
		third six months of experience	951.40	761.10	71.40	1022.80	818.20
		next four months of experience	1041.90	833.50	78.10	1120.00	896.00
		Thereafter, the wage specified in (E)(i) i.e.	1126.70	901.40	84.50	1211.20	969.00
(F1)	Machinist promoted to Assistant Supervisor:						
		(i) Qualified:	1338.90	1 071.10	100.40	1439.30	1 151.40
		(ii) Learners:					
		first six months of experience	1126.70	901.40	84.50	1211.20	969.00
		second six months of experience	1199.70	959.80	90.00	1289.70	1 031.80
		third six months of experience.	1270.50	1 016.40	95.30	1365.80	1 092.60
		Thereafter, the wage specified in (F1)(i) i.e	1338.90	1 071.10	100.40	1439.30	1 151.40
(F)	Asst Supervisor, other than a Machinist promoted to Asst. Supervisor; Despatch/Factory Clerk and Storeman:						
		(i) Qualified:	1338.90	1 071.10	100.40	1439.30	1 151.40
		(ii) Learners:					
		first six months of experience	780.30	624.20	58.50	838.80	671.00
		second six months of experience	919.50	735.60	69.00	988.50	790.80
		third six months of experience	1059.50	847.60	79.50	1139.00	911.20
		next four months of experience	1200.90	960.70	90.10	1291.00	1 032.80
		Thereafter, the wage specified in (F)(i) i.e.	1338.90	1 071.10	100.40	1439.30	1 151.40

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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:	934.50	747.60	70.10	1004.60	803.70
	(ii) Learners:					
	first six months of experience	780.30	624.20	58.50	838.80	671.00
	second six months of experience	818.00	654.40	61.30	879.30	703.40
	third six months of experience	856.70	685.40	64.30	921.00	736.80
	next four months of experience	894.90	715.90	67.10	962.00	769.60
	Thereafter, the wage specified in (G)(i) i.e.	934.50	747.60	70.10	1004.60	803.70
(H1)	Foreman:	2956.50	2 365.20	221.70	3178.20	2 542.60
(H2)	Supervisor, Assistant Foreman, Head Cutter:	1612.40	1 289.90	120.90	1733.30	1 386.60
(H3)	Artisan:	3374.90	2 699.90	253.10	3628.00	2 902.40
(H4)	Labourer, Scooter Driver and/or Boiler	1038.70	831.00	77.90	1116.60	893.30
(H5)	Watchman:	1200.10	960.10	90.00	1290.10	1 032.10
(H6)	Driver (Light Motor Vehicle):	1182.80	946.20	88.70	1271.50	1 017.20
(H7)	Driver (Medium Motor Vehicle):	1264.70	1 011.80	94.90	1359.60	1 087.70
	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.						