

**NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY
FREE STATE AND NORTHERN CAPE REGION NEW WAGE RATES NEGOTIATED BY THE PARTIES
FOR THE PERIOD 01 MARCH 2021 TO 31 AUGUST 2021**

WAGES		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)				
DESCRIPTION OF OCCUPATION		Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Ees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Across-the-Board Increase 3.7%	Wage per week from 01 Mar 2021 to 31 Aug 2021 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Ees on Incentivised Scheme Effective 1 March 2021 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
		R	R	R	R	R
A. ALL AREAS						
(i)	(a) Foreman	3 772,50	3 018,00	139,50	3 912,00	3 129,50
	(b) Supervisor/Quality Controller					
	(i) Qualified	1 541,50	1 233,00	57,00	1 598,50	1 279,00
	(ii) Learners					
	first six months of experience	1 058,50	872,00	39,00	1 097,50	878,00
	second six months of experience	1 263,50	1 011,00	46,50	1 310,00	1 048,00
	Thereafter, the wage specified in (ii)(i) i.e.	1 541,50	1 233,00	57,00	1 598,50	1 279,00
	(c) Cloakroom Supervisor/Watchman	1 074,50	872,00	40,00	1 114,50	891,50
	(d) Mechanic	3 539,50	2 831,50	131,00	3 670,50	2 936,50
	(e) Unqualified Mechanic	1 318,50	1 055,00	49,00	1 367,50	1 094,00
	(f) Watchman	1 074,50	872,00	40,00	1 114,50	891,50
	(g) Labourer	872,00	872,00	32,50	872,00	872,00
	(h) Boiler Attendant	923,00	872,00	34,00	957,00	872,00
(ii)	Pattern Grader					
	(i) Qualified	1 998,50	1 599,00	74,00	2 072,50	1 658,00
	(ii) Learners					
	first six months of experience	872,00	872,00	32,50	904,50	872,00
	second six months of experience	925,50	872,00	34,00	959,50	872,00
	third six months of experience	1 076,50	872,00	40,00	1 116,50	893,00
	fourth six months of experience	1 234,00	987,00	45,50	1 279,50	1 023,50
	fifth six months of experience	1 385,50	1 108,50	51,50	1 437,00	1 149,50
	sixth six months of experience	1 536,00	1 229,00	57,00	1 593,00	1 274,50
	seventh six months of experience	1 689,50	1 351,50	62,50	1 752,00	1 401,50
	next four months of experience	1 842,50	1 474,00	68,00	1 910,50	1 528,50
	Thereafter, the wage specified in (ii)(i) i.e.	1 998,50	1 599,00	74,00	2 072,50	1 658,00
(iii)	Marker-In					
	(i) Qualified	1 541,50	1 233,00	57,00	1 598,50	1 279,00
	(ii) Learners					
	first six months of experience	872,00	872,00	32,50	904,50	872,00
	second six months of experience	872,00	872,00	32,50	904,50	872,00
	third six months of experience	968,00	872,00	36,00	1 004,00	872,00
	fourth six months of experience	1 060,50	872,00	39,00	1 099,50	879,50
	fifth six months of experience	1 159,00	927,00	43,00	1 202,00	961,50
	sixth six months of experience	1 252,00	1 001,50	46,50	1 298,50	1 039,00
	seventh six months of experience	1 349,50	1 079,50	50,00	1 399,50	1 119,50
	next four months of experience	1 443,00	1 154,50	53,50	1 496,50	1 197,00
	Thereafter, the wage specified in (iii)(i) i.e.	1 541,50	1 233,00	57,00	1 598,50	1 279,00
(iv)	Shaper & Chopper-out, other than an interlining and/or trimming chopper-out					
	(i) Qualified	1 235,50	988,50	45,50	1 281,00	1 025,00
	(ii) Learners					
	first six months of experience	872,00	872,00	32,50	904,50	872,00
	second six months of experience	872,00	872,00	32,50	904,50	872,00
	third six months of experience	903,00	872,00	33,50	936,50	872,00
	fourth six months of experience	986,00	872,00	36,50	1 022,50	872,00
	fifth six months of experience	1 068,00	872,00	39,50	1 107,50	886,00
	next four months of experience	1 152,50	922,00	42,50	1 195,00	956,00
	Thereafter, the wage specified in (iv)(i) i.e.	1 235,50	988,50	45,50	1 281,00	1 025,00

**NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY
FREE STATE AND NORTHERN CAPE REGION NEW WAGE RATES NEGOTIATED BY THE PARTIES
FOR THE PERIOD 01 MARCH 2021 TO 31 AUGUST 2021**

DESCRIPTION OF OCCUPATION		Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Ees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Across-the-Board Increase 3.7%	Wage per week from 01 Mar 2021 to 31 Aug 2021 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Ees on Incentivised Scheme Effective 1 March 2021 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
		R	R	R	R	R
(v)	Checker, Examiner and/or Passer					
	(i) Qualified	1 074,50	872,00	40,00	1 114,50	891,50
	(ii) Learners					
	first six months of experience	872,00	872,00	32,50	904,50	872,00
	second six months of experience	872,00	872,00	32,50	904,50	872,00
	third six months of experience	903,00	872,00	33,50	936,50	872,00
	next four months of experience	986,50	872,00	36,50	1 023,00	872,00
	Thereafter, the wage specified in (v)(i) i.e.	1 074,50	872,00	40,00	1 114,50	891,50
(vi)	(a) Invoice Clerk					
	(i) Qualified	1 541,50	1 233,00	57,00	1 598,50	1 279,00
	(ii) Learners					
	first six months of experience	1 111,00	889,00	41,00	1 152,00	921,50
	Thereafter, the wage specified in (vi)(a)(i)	1 541,50	1 233,00	57,00	1 598,50	1 279,00
	(b) Despatch Clerk, Factory Clerk and/or Stores					
	(i) Qualified	1 129,00	903,00	42,00	1 171,00	937,00
	(ii) Learners					
	first six months of experience	872,00	872,00	32,50	904,50	872,00
	second six months of experience	969,00	872,00	36,00	1 005,00	872,00
	Thereafter, the wage specified in (vi)(b)(i) i.e.	1 129,00	903,00	42,00	1 171,00	937,00
(vii)	Sewing Machinist engaged in setting in sleeves and/or sewing round men's and ladies' tailored coats and overcoats:					
	(i) Qualified	1 216,50	973,00	45,00	1 261,50	1 009,00
	(ii) Learners					
	first six months of experience	872,00	872,00	32,50	904,50	872,00
	second six months of experience	872,00	872,00	32,50	904,50	872,00
	third six months of experience	892,50	872,00	33,00	925,50	872,00
	fourth six months of experience	972,50	872,00	36,00	1 008,50	872,00
	fifth six months of experience	1 052,50	872,00	39,00	1 091,50	873,00
	next four months of experience	1 136,00	909,00	42,00	1 178,00	942,50
	Thereafter, the wage specified in (vii)(i)	1 216,50	973,00	45,00	1 261,50	1 009,00
(viii)	Driver of a Motor Vehicle, the unladen mass of which together with the unladen mass of any trailer/trailers drawn by such vehicle—:					
	(a) Does not exceed 2 722 kg	1 329,50	1 063,50	49,00	1 378,50	1 103,00
	(b) Exceeds 2 722 kg	1 546,00	1 237,00	57,00	1 603,00	1 282,50
(ix)	Part-time Driver of a Motor Vehicle	1 211,00	969,00	45,00	1 256,00	1 005,00
(x)	Knitting Machine Operator					
	(i) Qualified	1 584,50	1 267,50	58,50	1 643,00	1 314,50
	(ii) Learners					
	first six months of experience	872,00	872,00	32,50	904,50	872,00
	second six months of experience	876,50	872,00	32,50	909,00	872,00
	third six months of experience	1 017,50	872,00	37,50	1 055,00	872,00
	fourth six months of experience	1 160,00	928,00	43,00	1 203,00	962,50
	fifth six months of experience	1 300,50	1 040,50	48,00	1 348,50	1 079,00
	next four months of experience	1 443,50	1 155,00	53,50	1 497,00	1 197,50
	Thereafter, the wage specified in (x)(i) i.e.	1 584,50	1 267,50	58,50	1 643,00	1 314,50
(xi)	Maintenance hand					
	(i) Qualified	909,50	872,00	33,50	943,00	872,00
	(ii) Learners					
	first six months of experience	872,00	872,00	32,50	904,50	872,00
	second six months of experience	872,00	872,00	32,50	904,50	872,00
	third six months of experience	872,00	872,00	32,50	904,50	872,00
	fourth six months of experience	872,00	872,00	32,50	904,50	872,00
	next four months of experience	876,00	872,00	32,50	908,50	872,00
	Thereafter, the wage specified in (xi)(i) i.e.	909,50	872,00	33,50	943,00	872,00

**NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY
FREE STATE AND NORTHERN CAPE REGION NEW WAGE RATES NEGOTIATED BY THE PARTIES
FOR THE PERIOD 01 MARCH 2021 TO 31 AUGUST 2021**

DESCRIPTION OF OCCUPATION	Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Ees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Across-the-Board Increase 3.7%	Wage per week from 01 Mar 2021 to 31 Aug 2021 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Ees on Incentivised Scheme Effective 1 March 2021 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
	R	R	R	R	R
B. IN THE MAGISTERIAL DISTRICTS OF BLOEMFONTEIN, KIMBERLEY AND KROONSTAD					
(i) (a) Sewing Machinist					
	(i) Qualified	1 074,50	859,50	40,00	1 114,50
	(ii) Learners				
	first six months of experience	872,00	872,00	32,50	904,50
	second six months of experience	872,00	872,00	32,50	904,50
	third six months of experience	872,00	872,00	32,50	904,50
	Thereafter, the wage specified in (i)(i) i.e.	1 074,50	872,00	40,00	1 114,50
(i) (b) Invisible Mender, Finisher, Presser, Trimmer, Marker-In and/or Chopper-out of linings and trimmings, Former Scriber and Screen Printer					
	(i) Qualified	1 074,50	872,00	40,00	1 114,50
	(ii) Learners				
	first six months of experience	872,00	872,00	32,50	904,50
	second six months of experience	872,00	872,00	32,50	904,50
	third six months of experience	872,00	872,00	32,50	904,50
	fourth six months of experience	903,00	872,00	33,50	936,50
	fifth six months of experience	959,00	872,00	35,50	994,50
	next four months of experience	1 017,00	872,00	37,50	1 054,50
	Thereafter, the wage specified in (i)(i) i.e.	1 074,50	872,00	40,00	1 114,50
	Set Leader and/or Team Leader	1 141,50	913,00	42,00	1 183,50
(ii) General Worker/Pleater					
	(i) Qualified	872,00	872,00	32,50	904,50
	(ii) Learners				
	first six months of experience	872,00	872,00	32,50	904,50
	second six months of experience	872,00	872,00	32,50	904,50
	Thereafter, the wage specified in (ii)(i) i.e.	872,00	872,00	32,50	904,50
(iii) Despatch Packer and Layer-up					
	(i) Qualified	872,00	872,00	32,50	904,50
	(ii) Learners				
	first six months of experience	872,00	872,00	32,50	904,50
	second six months of experience	872,00	872,00	32,50	904,50
	Thereafter, the wage specified in (iii)(i) i.e.	872,00	872,00	32,50	904,50
(iv) Plain Sewer					
	(i) Qualified	876,50	872,00	32,50	909,00
	(ii) Learners				
	first six months of experience	872,00	872,00	32,50	904,50
	Thereafter, the wage specified in (iv)(i) i.e.	876,50	872,00	32,50	909,00
(v) Sample Machinist					
		1 221,00	977,00	45,00	1 266,00
C. IN THE MAGISTERIAL DISTRICTS OF FRANKFORT, PARYS AND VREDEFORT					
(i) (a) Sewing Machinist					
	(i) Qualified:	1 030,50	872,00	40,00	1 070,50
	(ii) Learners:				
	first six months of experience	872,00	872,00	32,50	904,50
	second six months of experience	872,00	872,00	32,50	904,50
	third six months of experience	872,00	872,00	32,50	904,50
	Thereafter, the wage specified in (i)(a)(i)	1 030,50	872,00	40,00	1 070,50
(i) (b) Invisible Mender, Finisher, Presser, Trimmer, Marker-In and/or Chopper-out of linings and trimmings, Former Scriber and Screen Printer:					
	(i) Qualified:	1 030,50	872,00	40,00	1 070,50
	(ii) Learners:				
	first six months of experience	872,00	872,00	32,50	904,50
	second six months of experience	872,00	872,00	32,50	904,50

**NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY
FREE STATE AND NORTHERN CAPE REGION NEW WAGE RATES NEGOTIATED BY THE PARTIES
FOR THE PERIOD 01 MARCH 2021 TO 31 AUGUST 2021**

DESCRIPTION OF OCCUPATION		Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Ees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Across-the-Board Increase 3.7%	Wage per week from 01 Mar 2021 to 31 Aug 2021 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Ees on Incentivised Scheme Effective 1 March 2021 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
		R	R	R	R	R
	third six months of experience	872,00	872,00	32,50	904,50	872,00
	fourth six months of experience	872,00	872,00	33,50	905,50	872,00
	fifth six months of experience	920,50	872,00	35,50	956,00	872,00
	Next four months of experience	975,50	872,00	37,50	1 013,00	872,00
	Thereafter, the wage specified in (i)(b)(i)	1 030,50	872,00	40,00	1 070,50	872,00
	Set Leader and/or Team Leader	1 095,50	876,50	42,00	1 137,50	910,00
(ii)	General Worker/Pleater					
	(i) Qualified	872,00	872,00	32,50	904,50	872,00
	(ii) Learners					
	first six months of experience	872,00	872,00	32,50	904,50	872,00
	second six months of experience	872,00	872,00	32,50	904,50	872,00
	Thereafter, the wage specified in (ii)(i) i.e.	872,00	872,00	32,50	904,50	872,00
(iii)	Despatch Packer					
	(i) Qualified	872,00	872,00	32,50	904,50	872,00
	(ii) Learners					
	first six months of experience	872,00	872,00	32,50	904,50	872,00
	second six months of experience	872,00	872,00	32,50	904,50	872,00
	Thereafter, the wage specified in (iii)(i) i.e.	872,00	872,00	32,50	904,50	872,00
(iv)	Layer-Up					
	(i) Qualified	872,00	872,00	32,50	904,50	872,00
	(ii) Learners					
	first six months of experience	872,00	872,00	32,50	904,50	872,00
	second six months of experience	872,00	872,00	32,50	904,50	872,00
	Thereafter, the wage specified in (iii)(i) i.e.	872,00	872,00	32,50	904,50	872,00
(v)	Plain Sewer					
	(i) Qualified	872,00	872,00	32,50	904,50	872,00
	(ii) Learners					
	first six months of experience	872,00	872,00	32,50	904,50	872,00
	Thereafter, the wage specified in (iv)(i) i.e.	872,00	872,00	32,50	904,50	872,00
(vi)	Sample Machinist	1 170,50	936,50	45,00	1 215,50	972,50

NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with effect from 1 March 2021, Increase the Weekly Wage for those employees by the agreed Wage Increase based on 3.7%, Across-the-Board.