

**NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY
NORTHERN REGION (CLOTHING) 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		Wage per week from 01 Sep 2019 to 31 Aug 2020	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	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)	Pattern Maker and/or Grader:					
	(i) Qualified:	2480,70	1 984,60	91,80	2572,50	2 058,00
	(ii) Learners:					
	first six months of experience	893,50	830,40	33,10	926,60	830,40
	second six months of experience	1156,20	925,00	42,80	1199,00	959,20
	third six months of experience	1423,00	1 138,40	52,70	1475,70	1 180,60
	fourth six months of experience	1665,60	1 332,50	61,60	1727,20	1 381,80
	fifth six months of experience	1954,80	1 563,80	72,30	2027,10	1 621,70
	next four months of experience	2220,20	1 776,20	82,10	2302,30	1 841,80
	Thereafter, the wage specified in (A)(i) i.e.	2480,70	1 984,60	91,80	2572,50	2 058,00
(B)	Marker-In:					
	(i) Qualified:	2059,50	1 647,60	76,20	2135,70	1 708,60
	(ii) Learners:					
	first six months of experience	893,50	830,40	33,10	926,60	830,40
	second six months of experience	1086,00	868,80	40,20	1126,20	901,00
	third six months of experience	1281,30	1 025,00	47,40	1328,70	1 063,00
	fourth six months of experience	1475,60	1 180,50	54,60	1530,20	1 224,20
	fifth six months of experience	1670,40	1 336,30	61,80	1732,20	1 385,80
	next four months of experience	1865,70	1 492,60	69,00	1934,70	1 547,80
	Thereafter, the wage specified in (B)(i) i.e.	2059,50	1 647,60	76,20	2135,70	1 708,60
(C)	Mechanic:					
	(i) Qualified:	2008,70	1 607,00	74,30	2083,00	1 666,40
	(ii) Learners:					
	first six months of experience	893,50	830,40	33,10	926,60	830,40
	second six months of experience	1015,50	830,40	37,60	1053,10	842,50
	third six months of experience	1139,70	911,80	42,20	1181,90	945,50
	fourth six months of experience	1264,00	1 011,20	46,80	1310,80	1 048,60
	fifth six months of experience	1388,80	1 111,00	51,40	1440,20	1 152,20
	sixth six months of experience	1511,70	1 209,40	55,90	1567,60	1 254,10
	seventh six months of experience	1637,00	1 309,60	60,60	1697,60	1 358,10
	eighth six months of experience	1760,70	1 408,60	65,10	1825,80	1 460,60
	next four months of experience	1885,40	1 508,30	69,80	1955,20	1 564,20
	Thereafter, the wage specified in (C)(i)	2008,70	1 607,00	74,30	2083,00	1 666,40

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		R	R	R	R	R
(D)	Chopper Out, Cutter and/or Re-Cutter, Negative Maker, Screen Maker (Engraver), Screen Printer, Sample Cutter:					
	(i) Qualified:	1491,80	1 193,40	55,20	1547,00	1 237,60
	(ii) Learners:					
	first six months of experience	893,50	830,40	33,10	926,60	830,40
	second six months of experience	1041,70	833,40	38,50	1080,20	864,20
	third six months of experience	1192,50	954,00	44,10	1236,60	989,30
	next four months of experience	1344,20	1 075,40	49,70	1393,90	1 115,10
	Thereafter, the wage specified in (D)(i) i.e.	1491,80	1 193,40	55,20	1547,00	1 237,60
*(E1)	Sample Machinist:	1483,40	1 186,70	54,90	1538,30	1 230,60
(E)(a)	Sewing Machinist, Operator of a Linking, Overlocking and/or Sewing Machine, Embroidery Machinist (other than embroidery machine minder)					
	(i) Qualified:	1289,60	1 031,70	47,70	1337,30	1 069,80
	(ii) Learners:					
	first six months of experience	893,50	830,40	33,10	926,60	830,40
	second six months of experience	991,00	830,40	36,70	1027,70	830,40
	third six months of experience	1088,80	871,00	40,30	1129,10	903,30
	Thereafter, the wage specified in (E)(i) i.e.	1289,60	1 031,70	47,70	1337,30	1 069,80
(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:	1289,60	1 031,70	47,70	1337,30	1 069,80
	(ii) Learners:			0,00		
	first six months of experience	893,50	830,40	33,10	926,60	830,40
	second six months of experience	991,00	830,40	36,70	1027,70	830,40
	third six months of experience	1088,80	871,00	40,30	1129,10	903,30
	next four months of experience	1192,80	954,20	44,10	1236,90	989,50
	Thereafter, the wage specified in (E)(i) i.e.	1289,60	1 031,70	47,70	1337,30	1 069,80

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		R	R	R	R	R
(F1)	Machinist promoted to Assistant Supervisor:					
	(i) Qualified:	1532,40	1 225,90	56,70	1589,10	1 271,30
	(ii) Learners:					
	first six months of experience	1289,60	1 031,70	47,70	1337,30	1 069,80
	second six months of experience	1373,50	1 098,80	50,80	1424,30	1 139,40
	third six months of experience.	1454,20	1 163,40	53,80	1508,00	1 206,40
	Thereafter, the wage specified in (F1)(i)	1532,40	1 225,90	56,70	1589,10	1 271,30
(F)	Asst Supervisor, other than a Machinist promoted to Asst. Supervisor; Despatch/Factory Clerk and Storeman:					
	(i) Qualified:	1532,40	1 225,90	56,70	1589,10	1 271,30
	(ii) Learners:					
	first six months of experience	893,50	830,40	33,10	926,60	830,40
	second six months of experience	1052,80	842,20	39,00	1091,80	873,40
	third six months of experience	1212,90	970,30	44,90	1257,80	1 006,20
	next four months of experience	1374,40	1 099,50	50,90	1425,30	1 140,20
	Thereafter, the wage specified in (F)(i) i.e.	1532,40	1 225,90	56,70	1589,10	1 271,30
(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:	1069,90	855,90	39,60	1109,50	887,60
	(ii) Learners:					
	first six months of experience	893,50	830,40	33,10	926,60	830,40
	second six months of experience	936,60	830,40	34,70	971,30	830,40
	third six months of experience	980,30	830,40	36,30	1016,60	830,40
	next four months of experience	1024,40	830,40	37,90	1062,30	849,80
	Thereafter, the wage specified in (G)(i)	1069,90	855,90	39,60	1109,50	887,60
(H1)	Foreman:	3384,20	2 707,40	125,20	3509,40	2 807,50

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	R	R	R	R	R
(H2) Supervisor, Assistant Foreman, Head Cutter:	1845,80	1 476,60	68,30	1914,10	1 531,30
(H3) Artisan:	3863,50	3 090,80	142,90	4006,40	3 205,10
(H4) Labourer, Scooter Driver and/or Boiler	1188,80	951,00	44,00	1232,80	986,20
(H5) Watchman:	1373,70	1 099,00	50,80	1424,50	1 139,60
(H6) Driver (Light Motor Vehicle):	1354,10	1 083,30	50,10	1404,20	1 123,40
(H7) Driver (Medium Motor Vehicle):	1447,90	1 158,30	53,60	1501,50	1 201,20
	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 March 2021, increase the Weekly Wage for those employees by the agreed Wage Increase based on 3.7%, Across-the-Board.					