

**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 B (i.e. employees NOT 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:	2492,10	1 993,70	92,20	2584,30	2 067,40
	(ii) Learners:					
	first six months of experience	897,30	830,40	33,20	930,50	830,40
	second six months of experience	1161,70	929,40	43,00	1204,70	963,80
	third six months of experience	1429,60	1 143,70	52,90	1482,50	1 186,00
	fourth six months of experience	1673,30	1 338,60	61,90	1735,20	1 388,20
	fifth six months of experience	1964,10	1 571,30	72,70	2036,80	1 629,40
	next four months of experience	2230,50	1 784,40	82,50	2313,00	1 850,40
	Thereafter, the wage specified in (A)(i) i.e.	2492,10	1 993,70	92,20	2584,30	2 067,40
(B)	Marker-In:					
	(i) Qualified:	2069,40	1 655,50	76,60	2146,00	1 716,80
	(ii) Learners:					
	first six months of experience	897,30	830,40	33,20	930,50	830,40
	second six months of experience	1091,30	873,00	40,40	1131,70	905,40
	third six months of experience	1287,40	1 029,90	47,60	1335,00	1 068,00
	fourth six months of experience	1482,80	1 186,20	54,90	1537,70	1 230,20
	fifth six months of experience	1678,60	1 342,90	62,10	1740,70	1 392,60
	next four months of experience	1874,10	1 499,30	69,30	1943,40	1 554,70
	Thereafter, the wage specified in (B)(i) i.e.	2069,40	1 655,50	76,60	2146,00	1 716,80
(C)	Mechanic:					
	(i) Qualified:	2018,20	1 614,60	74,70	2092,90	1 674,30
	(ii) Learners:					
	first six months of experience	897,30	830,40	33,20	930,50	830,40
	second six months of experience	1020,10	830,40	37,70	1057,80	846,20
	third six months of experience	1145,20	916,20	42,40	1187,60	950,10
	fourth six months of experience	1269,90	1 015,90	47,00	1316,90	1 053,50
	fifth six months of experience	1395,30	1 116,20	51,60	1446,90	1 157,50
	sixth six months of experience	1518,90	1 215,10	56,20	1575,10	1 260,10
	seventh six months of experience	1644,60	1 315,70	60,90	1705,50	1 364,40
	eighth six months of experience	1769,30	1 415,40	65,50	1834,80	1 467,80
	next four months of experience	1894,20	1 515,40	70,10	1964,30	1 571,40
	Thereafter, the wage specified in (C)(i) i.e.	2018,20	1 614,60	74,70	2092,90	1 674,30

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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:	1499,10	1 199,30	55,50	1554,60	1 243,70
	(ii) Learners:					
	first six months of experience	897,30	830,40	33,20	930,50	830,40
	second six months of experience	1046,90	837,50	38,70	1085,60	868,50
	third six months of experience	1198,00	958,40	44,30	1242,30	993,80
	next four months of experience	1350,30	1 080,20	50,00	1400,30	1 120,20
	Thereafter, the wage specified in (D)(i) i.e.	1499,10	1 199,30	55,50	1554,60	1 243,70
* (E1)	Sample Machinist:	1490,40	1 192,30	55,10	1545,50	1 236,40
(E)(a)	Sewing Machinist, Operator of a Linking, Overlocking and/or Sewing Machine, Embroidery Machinist (other than embroidery machine minder):					
	(i) Qualified:	1295,70	1 036,60	47,90	1343,60	1 074,90
	(ii) Learners:					
	first six months of experience	897,30	830,40	33,20	930,50	830,40
	second six months of experience	995,70	830,40	36,80	1032,50	830,40
	third six months of experience	1094,20	875,40	40,50	1134,70	907,80
	Thereafter, the wage specified in (E)(i) i.e.	1295,70	1 036,60	47,90	1343,60	1 074,90
(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:	1295,70	1 036,60	47,90	1343,60	1 074,90
	(ii) Learners:			0,00		
	first six months of experience	897,30	830,40	33,20	930,50	830,40
	second six months of experience	995,70	830,40	36,80	1032,50	830,40
	third six months of experience	1094,20	875,40	40,50	1134,70	907,80
	next four months of experience	1198,10	958,50	44,30	1242,40	993,90
	Thereafter, the wage specified in (E)(i) i.e.	1295,70	1 036,60	47,90	1343,60	1 074,90

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		R	R	R	R	R
(F1)	Machinist promoted to Assistant Supervisor:					
	(i) Qualified:	1539,70	1 231,80	57,00	1596,70	1 277,40
	(ii) Learners:					
	first six months of experience	1295,70	1 036,60	47,90	1343,60	1 074,90
	second six months of experience	1379,70	1 103,80	51,00	1430,70	1 144,60
	third six months of experience.	1461,10	1 168,90	54,10	1515,20	1 212,20
	Thereafter, the wage specified in (F1)(i) i.e	1539,70	1 231,80	57,00	1596,70	1 277,40
(F)	Asst Supervisor, other than a Machinist promoted to Asst. Supervisor; Despatch/Factory Clerk and Storeman:					
	(i) Qualified:	1539,70	1 231,80	57,00	1596,70	1 277,40
	(ii) Learners:					
	first six months of experience	897,30	830,40	33,20	930,50	830,40
	second six months of experience	1057,50	846,00	39,10	1096,60	877,30
	third six months of experience	1218,50	974,80	45,10	1263,60	1 010,90
	next four months of experience	1381,10	1 104,90	51,10	1432,20	1 145,80
	Thereafter, the wage specified in (F)(i) i.e.	1539,70	1 231,80	57,00	1596,70	1 277,40
(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:	1074,70	859,80	39,80	1114,50	891,60
	(ii) Learners:					
	first six months of experience	897,30	830,40	33,20	930,50	830,40
	second six months of experience	940,60	830,40	34,80	975,40	830,40
	third six months of experience	985,30	830,40	36,50	1021,80	830,40
	next four months of experience	1029,10	830,40	38,10	1067,20	853,80
	Thereafter, the wage specified in (G)(i) i.e.	1074,70	859,80	39,80	1114,50	891,60
(H1)	Foreman:	3399,90	2 719,90	125,80	3525,70	2 820,60
(H2)	Supervisor, Assistant Foreman, Head Cutter:	1854,20	1 483,40	68,60	1922,80	1 538,20

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		R	R	R	R	R
(H3)	Artisan:	3881,10	3 104,90	143,60	4024,70	3 219,80
(H4)	Labourer, Scooter Driver and/or Boiler Attendant:	1194,50	955,60	44,20	1238,70	991,00
(H5)	Watchman:	1380,10	1 104,10	51,10	1431,20	1 145,00
(H6)	Driver (Light Motor Vehicle):	1360,20	1 088,20	50,30	1410,50	1 128,40
(H7)	Driver (Medium Motor Vehicle):	1454,50	1 163,60	53,80	1508,30	1 206,60
	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 March 2021, Increase the Weekly Wage for those employees by the agreed Wage Increase based on 3.7%, Across-the-Board.						