

**NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY
NORTHERN REGION (KNITTING) 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
(i)	Foreman:	2573,20	2 058,60	95,20	2668,40	2 134,70
(ii)	Dyer: (See (iv) below)					
(iii)	Storeman:					
	(i) Qualified:	2476,90	1 981,50	91,60	2568,50	2 054,80
	(ii) Learners:					
	first six months of experience	894,20	882,30	33,10	927,30	882,30
	second six months of experience	1289,90	1 031,90	47,70	1337,60	1 070,10
	third six months of experience	1685,50	1 348,40	62,40	1747,90	1 398,30
	next four months of experience	2081,30	1 665,00	77,00	2158,30	1 726,60
	Thereafter, the wage specified in	2476,90	1 981,50	91,60	2568,50	2 054,80
(iv)	Mechanic/Dyer:					
	(i) Qualified:	2573,20	2 058,60	95,20	2668,40	2 134,70
	(ii) Learners:					
	first six months of experience	894,20	882,30	33,10	927,30	882,30
	second six months of experience	1062,10	882,30	39,30	1101,40	882,30
	third six months of experience	1229,90	983,90	45,50	1275,40	1 020,30
	fourth six months of experience	1398,10	1 118,50	51,70	1449,80	1 159,80
	fifth six months of experience	1565,80	1 252,60	57,90	1623,70	1 299,00
	sixth six months of experience	1733,60	1 386,90	64,10	1797,70	1 438,20
	seventh six months of experience	1901,50	1 521,20	70,40	1971,90	1 577,50
	eighth six months of experience	2069,50	1 655,60	76,60	2146,10	1 716,90
	ninth six months of experience	2237,00	1 789,60	82,80	2319,80	1 855,80
	next four months of experience	2405,80	1 924,60	89,00	2494,80	1 995,80
	Thereafter, the wage specified in	2573,20	2 058,60	95,20	2668,40	2 134,70
(v)	Mechanic's Assistant:					
	(i) Qualified:	1685,10	1 348,10	62,30	1747,40	1 397,90
	(ii) Learners:					
	first six months of experience	894,20	882,30	33,10	927,30	882,30
	second six months of experience	972,40	882,30	36,00	1008,40	882,30
	third six months of experience	1033,90	882,30	38,30	1072,20	882,30
	fourth six months of experience	1131,10	904,90	41,90	1173,00	938,40
	fifth six months of experience	1210,70	968,60	44,80	1255,50	1 004,40
	sixth six months of experience	1290,00	1 032,00	47,70	1337,70	1 070,20
	seventh six months of experience	1368,70	1 095,00	50,60	1419,30	1 135,40
	eighth six months of experience	1448,40	1 158,70	53,60	1502,00	1 201,60
	ninth six months of experience	1526,90	1 221,50	56,50	1583,40	1 266,70
	next four months of experience	1606,50	1 285,20	59,40	1665,90	1 332,70
	Thereafter, the wage specified in	1685,10	1 348,10	62,30	1747,40	1 397,90
(vi)	Supervisor:	1781,70	1 425,40	65,90	1847,60	1 478,10

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		R	R	R	R	R
(vii)	Final Examiner of fully-fashioned garments:	1654,20	1 323,40	61,20	1715,40	1 372,30
(viii)	Factory Clerk, Despatch Clerk, Stores Clerk:					
	(i) Qualified	1619,80	1 295,80	59,90	1679,70	1 343,80
	(ii) Learners:					
	first six months of experience	894,20	882,30	33,10	927,30	882,30
	second six months of experience	1075,40	882,30	39,80	1115,20	892,20
	third six months of experience	1256,90	1 005,50	46,50	1303,40	1 042,70
	next four months of experience	1438,60	1 150,90	53,20	1491,80	1 193,40
	Thereafter, the wage specified in	1619,80	1 295,80	59,90	1679,70	1 343,80
(ix)	Knitting Machine Operator, Warp Knitting Machine Operator, Dyer's Assistant, Colouring Mass-Measurer and/or Cutter or Shaper of fully-fashioned garments,					
	(i) Qualified:	1619,80	1 295,80	59,90	1679,70	1 343,80
	(ii) Learners:					
	first six months of experience	894,20	882,30	33,10	927,30	882,30
	second six months of experience	1014,90	882,30	37,60	1052,50	882,30
	third six months of experience	1135,60	908,50	42,00	1177,60	942,10
	fourth six months of experience	1256,90	1 005,50	46,50	1303,40	1 042,70
	fifth six months of experience	1377,60	1 102,10	51,00	1428,60	1 142,90
	next four months of experience	1499,00	1 199,20	55,50	1554,50	1 243,60
	Thereafter, the wage specified in	1619,80	1 295,80	59,90	1679,70	1 343,80
(x) (a)	Loader of magazine or comb, Linker, Overlocker other than an overlocker of seconds in socks, Mender and Plain Sewer:					
	(i) Qualified:	1413,40	1 130,70	52,30	1465,70	1 172,60
	(ii) Learners:					
	first six months of experience	894,20	882,30	33,10	927,30	882,30
	second six months of experience	1023,60	882,30	37,90	1061,50	882,30
	third six months of experience	1153,30	922,60	42,70	1196,00	956,80
	next four months of experience	1283,60	1 026,90	47,50	1331,10	1 064,90
	Thereafter, the wage specified in	1413,40	1 130,70	52,30	1465,70	1 172,60
(x) (b)	Sewing Machinist including a button, buttonhole and hemming machinist:					
	(i) Qualified:	1413,40	1 130,70	52,30	1465,70	1 172,60
	(ii) Learners:					
	first six months of experience	894,20	882,30	33,10	927,30	882,30
	second six months of experience	1023,60	882,30	37,90	1061,50	882,30
	third six months of experience	1153,30	922,60	42,70	1196,00	956,80
	Thereafter, the wage specified in	1413,40	1 130,70	52,30	1465,70	1 172,60

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		R	R	R	R	R
(xi)	Driver of a Motor Vehicle, the unladen mass of which, together with the unladen mass of any trailer or trailers drawn by such					
	(a) does not exceed 453,5 kg	1351,20	1 081,00	50,00	1401,20	1 121,00
	(b) exceeds 453,5 kg but not 2 721 kg	1595,30	1 276,20	59,00	1654,30	1 323,40
	(c) exceeds 2 721 kg but not 4 535 kg	1698,80	1 359,00	62,90	1761,70	1 409,40
	(d) exceeds 4 535 kg	1843,60	1 474,90	68,20	1911,80	1 529,40
(xii)	Security Officer:	2064,00	1 651,20	76,40	2140,40	1 712,30
(xiii)	Watchman:	1592,50	1 274,00	58,90	1651,40	1 321,10
(xiv)	Employee not elsewhere specified:					
	(i) Qualified:	1658,10	1 326,50	61,30	1719,40	1 375,50
	(ii) Learners:					
	first six months of experience	894,20	882,30	33,10	927,30	882,30
	second six months of experience	1084,70	882,30	40,10	1124,80	899,80
	third six months of experience	1276,10	1 020,90	47,20	1323,30	1 058,60
	next four months of experience	1466,90	1 173,50	54,30	1521,20	1 217,00
	Thereafter, the wage specified in	1658,10	1 326,50	61,30	1719,40	1 375,50
(xv)	Seamer, Mender of socks, Sorter, Cleaner (i.e. an employee engaged in cleaning garments and/or fabrics), Grader, Sampler (i.e. an employee engaged in the making up of sample cards), Winder, Overlocker for seconds in socks and/or Examiner of knitted fabrics and articles, Backwinder, Drawthreader, Pre-and Post-boarder or Former, Precutter, Presser, Turner, Operator of calender, slitting, setting or steaming machine, Operator of brushing, raising and/or cropping machine, Operator of dye machine, Operator of drying and/or hydro-extracting machine, employee engaged in Transferring and/or Labelling, Trimming off surplus threads, Folding, Carding and/or Packing, Waxring Maker, Boiler Attendant, Creeler, Teamaker, Despatch Packer, Parcel Maker, General Worker and Floor Walker/Runner:	1349,60	1 079,70	49,90	1399,50	1 119,60
(xvi)	General Worker/Traveller's Assistant, Cloakroom Supervisor and/or Attendant, Teamaker employed after 30-06-1987:	1161,70	929,40	43,00	1204,70	963,80

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			R	R	R	R	R
(xvii)	All employees classified in (xv) and who were employed after 30-06-1987, other than general worker, traveller's assistant, cloakroom supervisor and/or attendant and teamaker:						
		(i) Qualified:	1161,70	929,40	43,00	1204,70	963,80
		(ii) Learners:					
		first six months of experience	894,20	882,30	33,10	927,30	882,30
		second six months of experience	982,90	882,30	36,40	1019,30	882,30
		third six months of experience	1073,00	882,30	39,70	1112,70	890,20
		Thereafter, the wage specified in	1161,70	929,40	43,00	1204,70	963,80
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.							