

**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 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
(i)	<b>Foreman:</b>	2585,30	2 068,20	95,70	2681,00	2 144,80
(ii)	<b>Dyer: (See (iv) below)</b>					
(iii)	<b>Storeman:</b>					
	(i) Qualified:	2488,50	1 990,80	92,10	2580,60	2 064,50
	(ii) Learners:					
	first six months of experience	898,50	882,30	33,20	931,70	882,30
	second six months of experience	1295,90	1 036,70	47,90	1343,80	1 075,00
	third six months of experience	1693,40	1 354,70	62,70	1756,10	1 404,90
	next four months of experience	2091,00	1 672,80	77,40	2168,40	1 734,70
	Thereafter, the wage specified in (iii)(i) i.e.	2488,50	1 990,80	92,10	2580,60	2 064,50
(iv)	<b>Mechanic/Dyer:</b>					
	(i) Qualified:	2585,30	2 068,20	95,70	2681,00	2 144,80
	(ii) Learners:					
	first six months of experience	898,50	882,30	33,20	931,70	882,30
	second six months of experience	1066,90	882,30	39,50	1106,40	885,10
	third six months of experience	1235,70	988,60	45,70	1281,40	1 025,10
	fourth six months of experience	1404,40	1 123,50	52,00	1456,40	1 165,10
	fifth six months of experience	1573,20	1 258,60	58,20	1631,40	1 305,10
	sixth six months of experience	1741,70	1 393,40	64,40	1806,10	1 444,90
	seventh six months of experience	1910,50	1 528,40	70,70	1981,20	1 585,00
	eighth six months of experience	2079,20	1 663,40	76,90	2156,10	1 724,90
	ninth six months of experience	2247,30	1 797,80	83,20	2330,50	1 864,40
	next four months of experience	2417,00	1 933,60	89,40	2506,40	2 005,10
	Thereafter, the wage specified in (iv)(i) i.e.	2585,30	2 068,20	95,70	2681,00	2 144,80
(v)	<b>Mechanic's Assistant:</b>					
	(i) Qualified:	1692,80	1 354,20	62,60	1755,40	1 404,30
	(ii) Learners:					
	first six months of experience	898,50	882,30	33,20	931,70	882,30
	second six months of experience	976,80	882,30	36,10	1012,90	882,30
	third six months of experience	1057,50	882,30	39,10	1096,60	882,30
	fourth six months of experience	1136,20	909,00	42,00	1178,20	942,60
	fifth six months of experience	1216,20	973,00	45,00	1261,20	1 009,00
	sixth six months of experience	1296,00	1 036,80	48,00	1344,00	1 075,20
	seventh six months of experience	1375,20	1 100,20	50,90	1426,10	1 140,90
	eighth six months of experience	1454,60	1 163,70	53,80	1508,40	1 206,70
	ninth six months of experience	1533,80	1 227,00	56,80	1590,60	1 272,50
	next four months of experience	1613,60	1 290,90	59,70	1673,30	1 338,60
	Thereafter, the wage specified in (v)(i) i.e.	1692,80	1 354,20	62,60	1755,40	1 404,30
(vi)	<b>Supervisor:</b>	1790,00	1 432,00	66,20	1856,20	1 485,00

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		R	R	R	R	R
(vii)	<b>Final Examiner of fully-fashioned garments:</b>	1662,10	1 329,70	61,50	1723,60	1 378,90
(viii)	<b>Factory Clerk, Despatch Clerk, Stores Clerk:</b>					
	(i) Qualified	1627,50	1 302,00	60,20	1687,70	1 350,20
	(ii) Learners:					
	first six months of experience	898,50	882,30	33,20	931,70	882,30
	second six months of experience	1080,50	882,30	40,00	1120,50	896,40
	third six months of experience	1262,60	1 010,10	46,70	1309,30	1 047,40
	next four months of experience	1445,50	1 156,40	53,50	1499,00	1 199,20
	Thereafter, the wage specified in (viii)(i) i.e.	1627,50	1 302,00	60,20	1687,70	1 350,20
(ix)	<b>Knitting Machine Operator, Warp Knitting Machine Operator, Dyer's Assistant, Colouring Mass-Measurer and/or Cutter or Shaper of fully-fashioned garments, Handyman and Warper:</b>					
	(i) Qualified:	1627,50	1 302,00	60,20	1687,70	1 350,20
	(ii) Learners:					
	first six months of experience	898,50	882,30	33,20	931,70	882,30
	second six months of experience	1019,20	882,30	37,70	1056,90	882,30
	third six months of experience	1140,70	912,60	42,20	1182,90	946,30
	fourth six months of experience	1262,60	1 010,10	46,70	1309,30	1 047,40
	fifth six months of experience	1384,40	1 107,50	51,20	1435,60	1 148,50
	next four months of experience	1505,70	1 204,60	55,70	1561,40	1 249,10
	Thereafter, the wage specified in (ix)(i) i.e.	1627,50	1 302,00	60,20	1687,70	1 350,20
(x) (a)	<b>Loader of magazine or comb, Linker, Overlocker other than an overlocker of seconds in socks, Mender and Plain Sewer:</b>					
	(i) Qualified:	1419,90	1 135,90	52,50	1472,40	1 177,90
	(ii) Learners:					
	first six months of experience	898,50	882,30	33,20	931,70	882,30
	second six months of experience	1028,40	882,30	38,10	1066,50	882,30
	third six months of experience	1158,80	927,00	42,90	1201,70	961,40
	next four months of experience	1289,60	1 031,70	47,70	1337,30	1 069,80
	Thereafter, the wage specified in (x)(i) i.e.	1419,90	1 135,90	52,50	1472,40	1 177,90
(x) (b)	<b>Sewing Machinist including a button, buttonhole and hemming machinist:</b>					
	(i) Qualified:	1419,90	1 135,90	52,50	1472,40	1 177,90
	(ii) Learners:					
	first six months of experience	898,50	882,30	33,20	931,70	882,30
	second six months of experience	1028,40	882,30	38,10	1066,50	882,30
	third six months of experience	1158,80	927,00	42,90	1201,70	961,40
	Thereafter, the wage specified in (x)(i) i.e.	1419,90	1 135,90	52,50	1472,40	1 177,90

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		R	R	R	R	R
(xi)	<b>Driver of a Motor Vehicle, the unladen mass of which, together with the unladen mass of any trailer or trailers drawn by such vehicle—:</b>					
	(a) does not exceed 453,5 kg	1357,40	1 085,90	50,20	1407,60	1 126,10
	(b) exceeds 453,5 kg but not 2 721 kg	1602,50	1 282,00	59,30	1661,80	1 329,40
	(c) exceeds 2 721 kg but not 4 535 kg	1706,80	1 365,40	63,20	1770,00	1 416,00
	(d) exceeds 4 535 kg	1852,40	1 481,90	68,50	1920,90	1 536,70
(xii)	<b>Security Officer:</b>	2073,30	1 658,60	76,70	2150,00	1 720,00
(xiii)	<b>Watchman:</b>	1599,90	1 279,90	59,20	1659,10	1 327,30
(xiv)	<b>Employee not elsewhere specified:</b>					
	(i) Qualified:	1665,70	1 332,60	61,60	1727,30	1 381,80
	(ii) Learners:					
	first six months of experience	898,50	882,30	33,20	931,70	882,30
	second six months of experience	1089,90	882,30	40,30	1130,20	904,20
	third six months of experience	1282,20	1 025,80	47,40	1329,60	1 063,70
	next four months of experience	1473,70	1 179,00	54,50	1528,20	1 222,60
	Thereafter, the wage specified in (xiv)(i) i.e.	1665,70	1 332,60	61,60	1727,30	1 381,80
(xv)	<b>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:</b>	1355,80	1 084,60	50,20	1406,00	1 124,80
(xvi)	<b>General Worker/Traveller's Assistant, Cloakroom Supervisor and/or Attendant, Teamaker employed after 30-06-1987:</b>	1167,10	933,70	43,20	1210,30	968,20
(xvii)	<b>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:</b>					

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				R	R	R	R	R
			(i) Qualified:	1167,10	933,70	43,20	1210,30	968,20
			(ii) Learners:					
			first six months of experience	898,50	882,30	33,20	931,70	882,30
			second six months of experience	987,60	882,30	36,50	1024,10	882,30
			third six months of experience	1077,80	882,30	39,90	1117,70	894,20
			Thereafter, the wage specified in (xvii) (i) i.e.	1167,10	933,70	43,20	1210,30	968,20
<b>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.</b>								