

**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 SEPTEMBER 2021 TO 31 AUGUST 2022**

WAGES		GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive)				
DESCRIPTION OF OCCUPATION		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	New Ees on Incentivised Scheme Effective 1 March 2021 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with	Across-the-Board Increase 4.2%	Wage per week from 01 Sep 2021 to 31 Aug 2022 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum	New Ees on Incentivised Scheme Effective 1 Sep 2021 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with
		R	R	R	R	R
A. ALL AREAS						
(i)	(a) Foreman	3,930.00	3,144.00	165.00	4,095.00	3,276.00
	(b) Supervisor/Quality Controller					
	(i) Qualified	1,607.50	1,286.00	67.50	1,675.00	1,340.00
	(ii) Learners					
	first six months of experience	1,103.00	911.00	46.50	1,149.50	919.50
	second six months of experience	1,316.50	1,053.00	55.50	1,372.00	1,097.50
	Thereafter, the wage specified in (ii)(i) i.e.	1,607.50	1,286.00	67.50	1,675.00	1,340.00
	(c) Cloakroom Supervisor/Watchman	1,118.00	911.00	47.00	1,165.00	932.00
	(d) Mechanic	3,688.00	2,950.50	155.00	3,843.00	3,074.50
	(e) Unqualified Mechanic	1,375.50	1,100.50	58.00	1,433.50	1,147.00
	(f) Watchman	1,118.00	911.00	47.00	1,165.00	932.00
	(g) Labourer	911.00	911.00	38.50	949.50	911.00
	(h) Boiler Attendant	961.50	911.00	40.50	1,002.00	911.00
(ii)	Pattern Grader					
	(i) Qualified	2,082.00	1,665.50	87.50	2,169.50	1,735.50
	(ii) Learners					
	first six months of experience	911.00	911.00	38.50	949.50	911.00
	second six months of experience	962.50	911.00	40.50	1,003.00	911.00
	third six months of experience	1,122.50	911.00	47.00	1,169.50	935.50
	fourth six months of experience	1,285.00	1,028.00	54.00	1,339.00	1,071.00
	fifth six months of experience	1,441.00	1,153.00	60.50	1,501.50	1,201.00
	sixth six months of experience	1,600.50	1,280.50	67.00	1,667.50	1,334.00
	seventh six months of experience	1,759.50	1,407.50	74.00	1,833.50	1,467.00
	next four months of experience	1,917.50	1,534.00	80.50	1,998.00	1,598.50
	Thereafter, the wage specified in (ii)(i) i.e.	2,082.00	1,665.50	87.50	2,169.50	1,735.50
(iii)	Marker-In					
	(i) Qualified	1,607.50	1,286.00	67.50	1,675.00	1,340.00
	(ii) Learners					
	first six months of experience	911.00	911.00	38.50	949.50	911.00
	second six months of experience	911.00	911.00	38.50	949.50	911.00
	third six months of experience	1,007.00	911.00	42.50	1,049.50	911.00
	fourth six months of experience	1,105.00	911.00	46.50	1,151.50	921.00
	fifth six months of experience	1,206.00	965.00	50.50	1,256.50	1,005.00
	sixth six months of experience	1,305.00	1,044.00	55.00	1,360.00	1,088.00
	seventh six months of experience	1,406.50	1,125.00	59.00	1,465.50	1,172.50
	next four months of experience	1,503.00	1,202.50	63.00	1,566.00	1,253.00
	Thereafter, the wage specified in (iii)(i) i.e.	1,607.50	1,286.00	67.50	1,675.00	1,340.00
(iv)	Shaper & Chopper-out, other than an interlining and/or trimming chopper-out					
	(i) Qualified	1,288.50	1,031.00	54.00	1,342.50	1,074.00
	(ii) Learners					
	first six months of experience	911.00	911.00	38.50	949.50	911.00
	second six months of experience	911.00	911.00	38.50	949.50	911.00
	third six months of experience	943.00	911.00	39.50	982.50	911.00
	fourth six months of experience	1,025.00	911.00	43.00	1,068.00	911.00
	fifth six months of experience	1,114.50	911.00	47.00	1,161.50	929.00
	next four months of experience	1,201.00	961.00	50.50	1,251.50	1,001.00
	Thereafter, the wage specified in (iv)(i) i.e.	1,288.50	1,031.00	54.00	1,342.50	1,074.00

**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 SEPTEMBER 2021 TO 31 AUGUST 2022**

DESCRIPTION OF OCCUPATION		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)	Across-the-Board Increase 4.2%	Wage per week from 01 Sep 2021 to 31 Aug 2022 (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 Sep 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	1,118.00	911.00	47.00	1,165.00	932.00
	(ii) Learners					
	first six months of experience	911.00	911.00	38.50	949.50	911.00
	second six months of experience	911.00	911.00	38.50	949.50	911.00
	third six months of experience	943.00	911.00	39.50	982.50	911.00
	next four months of experience	1,026.00	911.00	43.00	1,069.00	911.00
	Thereafter, the wage specified in (v)(i) i.e.	1,118.00	911.00	47.00	1,165.00	932.00
(vi)	(a) Invoice Clerk					
	(i) Qualified	1,607.50	1,286.00	67.50	1,675.00	1,340.00
	(ii) Learners					
	first six months of experience	1,157.50	926.00	48.50	1,206.00	965.00
	Thereafter, the wage specified in (vi)(a)(i)	1,607.50	1,286.00	67.50	1,675.00	1,340.00
	(b) Despatch Clerk, Factory Clerk and/or Stores Clerk					
	(i) Qualified	1,176.00	941.00	49.50	1,225.50	980.50
	(ii) Learners					
	first six months of experience	911.00	911.00	38.50	949.50	911.00
	second six months of experience	1,008.50	911.00	42.50	1,051.00	911.00
	Thereafter, the wage specified in (vi)(b)(i)	1,176.00	941.00	49.50	1,225.50	980.50
(vii)	Sewing Machinist engaged in setting in sleeves and/or sewing round men's and ladies' tailored coats and overcoats:					
	(i) Qualified	1,266.00	1,013.00	53.00	1,319.00	1,055.00
	(ii) Learners					
	first six months of experience	911.00	911.00	38.50	949.50	911.00
	second six months of experience	911.00	911.00	38.50	949.50	911.00
	third six months of experience	929.00	911.00	39.00	968.00	911.00
	fourth six months of experience	1,012.50	911.00	42.50	1,055.00	911.00
	fifth six months of experience	1,098.50	911.00	46.00	1,144.50	915.50
	next four months of experience	1,183.50	947.00	49.50	1,233.00	986.50
	Thereafter, the wage specified in (vii)(i) i.e.	1,266.00	1,013.00	53.00	1,319.00	1,055.00
(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	1,385.50	1,108.50	58.00	1,443.50	1,155.00
	(b) Exceeds 2 722 kg	1,611.00	1,289.00	67.50	1,678.50	1,343.00
(ix)	Part-time Driver of a Motor Vehicle	1,261.50	1,009.00	53.00	1,314.50	1,051.50
(x)	Knitting Machine Operator					
	(i) Qualified	1,652.00	1,321.50	69.50	1,721.50	1,377.00
	(ii) Learners					
	first six months of experience	911.00	911.00	38.50	949.50	911.00
	second six months of experience	914.50	911.00	38.50	953.00	911.00
	third six months of experience	1,058.50	911.00	44.50	1,103.00	911.00
	fourth six months of experience	1,206.50	965.00	50.50	1,257.00	1,005.50
	fifth six months of experience	1,353.50	1,083.00	57.00	1,410.50	1,128.50
	next four months of experience	1,504.50	1,203.50	63.00	1,567.50	1,254.00
	Thereafter, the wage specified in (x)(i) i.e.	1,652.00	1,321.50	69.50	1,721.50	1,377.00
(xi)	Maintenance hand					
	(i) Qualified	945.50	911.00	39.50	985.00	911.00
	(ii) Learners					
	first six months of experience	911.00	911.00	38.50	949.50	911.00
	second six months of experience	911.00	911.00	38.50	949.50	911.00
	third six months of experience	911.00	911.00	38.50	949.50	911.00
	fourth six months of experience	911.00	911.00	38.50	949.50	911.00
	next four months of experience	914.00	911.00	38.50	952.50	911.00
	Thereafter, the wage specified in (xi)(i) i.e.	945.50	911.00	39.50	985.00	911.00

**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 SEPTEMBER 2021 TO 31 AUGUST 2022**

DESCRIPTION OF OCCUPATION		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)	New Ees on Incentivised Scheme Effective 1 March 2021 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with)	Across-the-Board Increase 4.2%	Wage per week from 01 Sep 2021 to 31 Aug 2022 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum)	New Ees on Incentivised Scheme Effective 1 Sep 2021 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with)
		R	R	R	R	R
B. IN THE MAGISTERIAL DISTRICTS OF BLOEMFONTEIN, KIMBERLEY AND KROONSTAD						
(i) (a) Sewing Machinist						
	(i) Qualified	1,118.00	911.00	47.00	1,165.00	932.00
	(ii) Learners					
	first six months of experience	911.00	911.00	38.50	949.50	911.00
	second six months of experience	911.00	911.00	38.50	949.50	911.00
	third six months of experience	911.00	872.00	38.50	949.50	911.00
	Thereafter, the wage specified in (i)(i) i.e.	1,118.00	911.00	47.00	1,165.00	932.00
(i) (b) Invisible Mender, Finisher, Presser, Trimmer, Marker-In and/or Chopper-out of linings and trimmings, Former Scriber and Screen Printer						
	(i) Qualified	1,118.00	911.00	47.00	1,165.00	932.00
	(ii) Learners					
	first six months of experience	911.00	911.00	38.50	949.50	911.00
	second six months of experience	911.00	911.00	38.50	949.50	911.00
	third six months of experience	911.00	911.00	38.50	949.50	911.00
	fourth six months of experience	943.00	911.00	39.50	982.50	911.00
	fifth six months of experience	999.00	911.00	42.00	1,041.00	911.00
	next four months of experience	1,057.50	911.00	44.50	1,102.00	911.00
	Thereafter, the wage specified in (i)(i) i.e.	1,118.00	911.00	47.00	1,165.00	932.00
	Set Leader and/or Team Leader	1,188.00	950.50	50.00	1,238.00	990.50
(ii) General Worker/Pleater						
	(i) Qualified	911.00	911.00	38.50	949.50	911.00
	(ii) Learners					
	first six months of experience	911.00	911.00	38.50	949.50	911.00
	second six months of experience	911.00	911.00	38.50	949.50	911.00
	Thereafter, the wage specified in (ii)(i) i.e.	911.00	911.00	38.50	949.50	911.00
(iii) Despatch Packer and Layer-up						
	(i) Qualified	911.00	911.00	38.50	949.50	911.00
	(ii) Learners					
	first six months of experience	911.00	911.00	38.50	949.50	911.00
	second six months of experience	911.00	911.00	38.50	949.50	911.00
	Thereafter, the wage specified in (iii)(i) i.e.	911.00	911.00	38.50	949.50	911.00
(iv) Plain Sewer						
	(i) Qualified	914.50	911.00	38.50	953.00	911.00
	(ii) Learners					
	first six months of experience	911.00	911.00	38.50	949.50	911.00
	Thereafter, the wage specified in (iv)(i) i.e.	914.50	911.00	38.50	953.00	911.00
(v) Sample Machinist						
		1,273.00	1,018.50	53.50	1,326.50	1,061.00
C. IN THE MAGISTERIAL DISTRICTS OF FRANKFORT, PARYS AND VREDEFORT						
(i) (a) Sewing Machinist						
	(i) Qualified:	1,074.00	911.00	47.00	1,121.00	911.00
	(ii) Learners:					
	first six months of experience	911.00	911.00	38.50	949.50	911.00
	second six months of experience	911.00	911.00	38.50	949.50	911.00
	third six months of experience	911.00	911.00	38.50	949.50	911.00
	Thereafter, the wage specified in (i)(a)(i) i.e.	1,074.00	911.00	47.00	1,121.00	911.00
(i) (b) Invisible Mender, Finisher, Presser, Trimmer, Marker-In and/or Chopper-out of linings and trimmings, Former Scriber and Screen Printer:						
	(i) Qualified:	1,074.00	911.00	47.00	1,121.00	911.00
	(ii) Learners:					
	first six months of experience	911.00	911.00	38.50	949.50	911.00
	second six months of experience	911.00	911.00	38.50	949.50	911.00

**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 SEPTEMBER 2021 TO 31 AUGUST 2022**

DESCRIPTION OF OCCUPATION		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)	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)	Across-the-Board Increase 4.2%	Wage per week from 01 Sep 2021 to 31 Aug 2022 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum)	New Ees on Incentivised Scheme Effective 1 Sep 2021 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum)
		R	R	R	R	R
	third six months of experience	911.00	911.00	38.50	949.50	911.00
	fourth six months of experience	911.00	911.00	39.50	950.50	911.00
	fifth six months of experience	960.50	911.00	42.00	1,002.50	911.00
	Next four months of experience	1,016.00	911.00	44.50	1,060.50	911.00
	Thereafter, the wage specified in (i)(b)(i) i.e.	1,074.00	911.00	47.00	1,121.00	911.00
	Set Leader and/or Team Leader	1,142.00	913.50	50.00	1,192.00	953.50
(ii)	General Worker/Pleater					
	(i) Qualified	911.00	911.00	38.50	949.50	911.00
	(ii) Learners					
	first six months of experience	911.00	911.00	38.50	949.50	911.00
	second six months of experience	911.00	911.00	38.50	949.50	911.00
	Thereafter, the wage specified in (ii)(i) i.e.	911.00	911.00	38.50	949.50	911.00
(iii)	Despatch Packer					
	(i) Qualified	911.00	911.00	38.50	949.50	911.00
	(ii) Learners					
	first six months of experience	911.00	911.00	38.50	949.50	911.00
	second six months of experience	911.00	911.00	38.50	949.50	911.00
	Thereafter, the wage specified in (iii)(i) i.e.	911.00	911.00	38.50	949.50	911.00
(iv)	Layer-Up					
	(i) Qualified	911.00	911.00	38.50	949.50	911.00
	(ii) Learners					
	first six months of experience	911.00	911.00	38.50	949.50	911.00
	second six months of experience	911.00	911.00	38.50	949.50	911.00
	Thereafter, the wage specified in (iii)(i) i.e.	911.00	911.00	38.50	949.50	911.00
(v)	Plain Sewer					
	(i) Qualified	911.00	911.00	38.50	949.50	911.00
	(ii) Learners					
	first six months of experience	911.00	911.00	38.50	949.50	911.00
	Thereafter, the wage specified in (iv)(i) i.e.	911.00	911.00	38.50	949.50	911.00
(vi)	Sample Machinist	1,219.00	975.00	53.50	1,272.50	1,018.00
NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with the coming into effect of this Agreement, Increase the Weekly Wage for those employees by the agreed Wage Increase of 4.2%, Across-the-Board.						