

**NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY
NORTHERN REGION (CLOTHING) NEW WAGE RATES NEGOTIATED BY THE PARTIES
FOR THE PERIOD 01 SEPTEMBER 2021 TO 31 AUGUST 2022**

WAGES	GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)					
DESCRIPTION	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)	Across the Board Increase 4.2%	Wage per week from 01 Sep 2021 to 31 Aug 2022	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	
(A) Pattern Maker and/or Grader:						
(i) Qualified:	2572.50	2,058.00	108.00	2680.50	2,144.40	
(ii) Learners:						
first six months of experience	926.60	867.60	38.90	965.50	867.60	
second six months of experience	1199.00	959.20	50.40	1249.40	999.50	
third six months of experience	1475.70	1,180.60	62.00	1537.70	1,230.20	
fourth six months of experience	1727.20	1,381.80	72.50	1799.70	1,439.80	
fifth six months of experience	2027.10	1,621.70	85.10	2112.20	1,689.80	
next four months of experience	2302.30	1,841.80	96.70	2399.00	1,919.20	
Thereafter, the wage specified in (A)(i) i.e.	2572.50	2,058.00	108.00	2680.50	2,144.40	
(B) Marker-In:						
(i) Qualified:	2135.70	1,708.60	89.70	2225.40	1,780.30	
(ii) Learners:						
first six months of experience	926.60	867.60	38.90	965.50	867.60	
second six months of experience	1126.20	901.00	47.30	1173.50	938.80	
third six months of experience	1328.70	1,063.00	55.80	1384.50	1,107.60	
fourth six months of experience	1530.20	1,224.20	64.30	1594.50	1,275.60	
fifth six months of experience	1732.20	1,385.80	72.80	1805.00	1,444.00	
next four months of experience	1934.70	1,547.80	81.30	2016.00	1,612.80	
Thereafter, the wage specified in (B)(i) i.e.	2135.70	1,708.60	89.70	2225.40	1,780.30	
(C) Mechanic:						
(i) Qualified:	2083.00	1,666.40	87.50	2170.50	1,736.40	
(ii) Learners:						
first six months of experience	926.60	867.60	38.90	965.50	867.60	
second six months of experience	1053.10	867.60	44.20	1097.30	877.80	
third six months of experience	1181.90	945.50	49.60	1231.50	985.20	
fourth six months of experience	1310.80	1,048.60	55.10	1365.90	1,092.70	
fifth six months of experience	1440.20	1,152.20	60.50	1500.70	1,200.60	
sixth six months of experience	1567.60	1,254.10	65.80	1633.40	1,306.70	
seventh six months of experience	1697.60	1,358.10	71.30	1768.90	1,415.10	
eighth six months of experience	1825.80	1,460.60	76.70	1902.50	1,522.00	
next four months of experience	1955.20	1,564.20	82.10	2037.30	1,629.80	
Thereafter, the wage specified in (C)(i) i.e.	2083.00	1,666.40	87.50	2170.50	1,736.40	

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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:	1547.00	1,237.60	65.00	1612.00	1,289.60
	(ii) Learners:					
	first six months of experience	926.60	867.60	38.90	965.50	867.60
	second six months of experience	1080.20	867.60	45.40	1125.60	900.50
	third six months of experience	1236.60	989.30	51.90	1288.50	1,030.80
	next four months of experience	1393.90	1,115.10	58.50	1452.40	1,161.90
	Thereafter, the wage specified in (D)(i) i.e.	1547.00	1,237.60	65.00	1612.00	1,289.60
*(E1)	Sample Machinist:	1538.30	1,230.60	64.60	1602.90	1,282.30
(E)(a)	Sewing Machinist, Operator of a Linking, Overlocking and/or Sewing Machine, Embroidery Machinist (other than embroidery machine minder)					
	(i) Qualified:	1337.30	1,069.80	56.20	1393.50	1,114.80
	(ii) Learners:					
	first six months of experience	926.60	867.60	38.90	965.50	867.60
	second six months of experience	1027.70	867.60	43.20	1070.90	867.60
	third six months of experience	1129.10	903.30	47.40	1176.50	941.20
	Thereafter, the wage specified in (E)(i) i.e.	1337.30	1,069.80	56.20	1393.50	1,114.80
(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:	1337.30	1,069.80	56.20	1393.50	1,114.80
	(ii) Learners:					
	first six months of experience	926.60	867.60	38.90	965.50	867.60
	second six months of experience	1027.70	867.60	43.20	1070.90	867.60
	third six months of experience	1129.10	903.30	47.40	1176.50	941.20
	next four months of experience	1236.90	989.50	51.90	1288.80	1,031.00

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		R	R	R	R	R
	Thereafter, the wage specified in (E)(i) i.e.	1337.30	1,069.80	56.20	1393.50	1,114.80
(F1)	Machinist promoted to Assistant Supervisor:					
	(i) Qualified:	1589.10	1,271.30	66.70	1655.80	1,324.60
	(ii) Learners:					
	first six months of experience	1337.30	1,069.80	56.20	1393.50	1,114.80
	second six months of experience	1424.30	1,139.40	59.80	1484.10	1,187.30
	third six months of experience.	1508.00	1,206.40	63.30	1571.30	1,257.00
	Thereafter, the wage specified in (F1)(i) i.e	1589.10	1,271.30	66.70	1655.80	1,324.60
(F)	Asst Supervisor, other than a Machinist promoted to Asst. Supervisor; Despatch/Factory Clerk and Storeman:					
	(i) Qualified:	1589.10	1,271.30	66.70	1655.80	1,324.60
	(ii) Learners:					
	first six months of experience	926.60	867.60	38.90	965.50	867.60
	second six months of experience	1091.80	873.40	45.90	1137.70	910.20
	third six months of experience	1257.80	1,006.20	52.80	1310.60	1,048.50
	next four months of experience	1425.30	1,140.20	59.90	1485.20	1,188.20
	Thereafter, the wage specified in (F)(i) i.e.	1589.10	1,271.30	66.70	1655.80	1,324.60
(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:	1109.50	887.60	46.60	1156.10	924.90
	(ii) Learners:					
	first six months of experience	926.60	867.60	38.90	965.50	867.60
	second six months of experience	971.30	867.60	40.80	1012.10	867.60
	third six months of experience	1016.60	867.60	42.70	1059.30	867.60
	next four months of experience	1062.30	867.60	44.60	1106.90	885.50

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	R	R	R	R	R
Thereafter, the wage specified in (G)(i) i.e.	1109.50	887.60	46.60	1156.10	924.90
(H1) Foreman:	3509.40	2,807.50	147.40	3656.80	2,925.40
(H2) Supervisor, Assistant Foreman, Head Cutter:	1914.10	1,531.30	80.40	1994.50	1,595.60
(H3) Artisan:	4006.40	3,205.10	168.30	4174.70	3,339.80
(H4) Labourer, Scooter Driver and/or Boiler Attendant:	1232.80	986.20	51.80	1284.60	1,027.70
(H5) Watchman:	1424.50	1,139.60	59.80	1484.30	1,187.40
(H6) Driver (Light Motor Vehicle):	1404.20	1,123.40	59.00	1463.20	1,170.60
(H7) Driver (Medium Motor Vehicle):	1501.50	1,201.20	63.10	1564.60	1,251.70
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 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.					