

**NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY
NORTHERN REGION (KNITTING) 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
(i)	Foreman:	2668.40	2,134.70	112.10	2780.50	2,224.40
(ii)	Dyer: (See (iv) below)					
(iii)	Storeman:					
	(i) Qualified:	2568.50	2,054.80	107.90	2676.40	2,141.10
	(ii) Learners:					
	first six months of experience	927.30	921.80	38.90	966.20	921.80
	second six months of experience	1337.60	1,070.10	56.20	1393.80	1,115.00
	third six months of experience	1747.90	1,398.30	73.40	1821.30	1,457.00
	next four months of experience	2158.30	1,726.60	90.60	2248.90	1,799.10
	Thereafter, the wage specified in	2568.50	2,054.80	107.90	2676.40	2,141.10
(iv)	Mechanic/Dyer:					
	(i) Qualified:	2668.40	2,134.70	112.10	2780.50	2,224.40
	(ii) Learners:					
	first six months of experience	927.30	921.80	38.90	966.20	921.80
	second six months of experience	1101.40	921.80	46.30	1147.70	921.80
	third six months of experience	1275.40	1,020.30	53.60	1329.00	1,063.20
	fourth six months of experience	1449.80	1,159.80	60.90	1510.70	1,208.60
	fifth six months of experience	1623.70	1,299.00	68.20	1691.90	1,353.50
	sixth six months of experience	1797.70	1,438.20	75.50	1873.20	1,498.60
	seventh six months of experience	1971.90	1,577.50	82.80	2054.70	1,643.80
	eighth six months of experience	2146.10	1,716.90	90.10	2236.20	1,789.00
	ninth six months of experience	2319.80	1,855.80	97.40	2417.20	1,933.80
	next four months of experience	2494.80	1,995.80	104.80	2599.60	2,079.70
	Thereafter, the wage specified in	2668.40	2,134.70	112.10	2780.50	2,224.40
(v)	Mechanic's Assistant:					
	(i) Qualified:	1747.40	1,397.90	73.40	1820.80	1,456.60
	(ii) Learners:					
	first six months of experience	927.30	921.80	38.90	966.20	921.80
	second six months of experience	1008.40	921.80	42.40	1050.80	921.80
	third six months of experience	1072.20	921.80	45.00	1117.20	921.80
	fourth six months of experience	1173.00	938.40	49.30	1222.30	977.80
	fifth six months of experience	1255.50	1,004.40	52.70	1308.20	1,046.60
	sixth six months of experience	1337.70	1,070.20	56.20	1393.90	1,115.10
	seventh six months of experience	1419.30	1,135.40	59.60	1478.90	1,183.10
	eighth six months of experience	1502.00	1,201.60	63.10	1565.10	1,252.10
	ninth six months of experience	1583.40	1,266.70	66.50	1649.90	1,319.90
	next four months of experience	1665.90	1,332.70	70.00	1735.90	1,388.70
	Thereafter, the wage specified in	1747.40	1,397.90	73.40	1820.80	1,456.60
(vi)	Supervisor:	1847.60	1,478.10	77.60	1925.20	1,540.20

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		R	R	R	R	R
(vii)	Final Examiner of fully-fashioned garments:	1715.40	1,372.30	72.00	1787.40	1,429.90
(viii)	Factory Clerk, Despatch Clerk, Stores Clerk:					
	(i) Qualified	1679.70	1,343.80	70.50	1750.20	1,400.20
	(ii) Learners:					
	first six months of experience	927.30	921.80	38.90	966.20	921.80
	second six months of experience	1115.20	921.80	46.80	1162.00	929.60
	third six months of experience	1303.40	1,042.70	54.70	1358.10	1,086.50
	next four months of experience	1491.80	1,193.40	62.70	1554.50	1,243.60
	Thereafter, the wage specified in	1679.70	1,343.80	70.50	1750.20	1,400.20
(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:	1679.70	1,343.80	70.50	1750.20	1,400.20
	(ii) Learners:					
	first six months of experience	927.30	921.80	38.90	966.20	921.80
	second six months of experience	1052.50	921.80	44.20	1096.70	921.80
	third six months of experience	1177.60	942.10	49.50	1227.10	981.70
	fourth six months of experience	1303.40	1,042.70	54.70	1358.10	1,086.50
	fifth six months of experience	1428.60	1,142.90	60.00	1488.60	1,190.90
	next four months of experience	1554.50	1,243.60	65.30	1619.80	1,295.80
	Thereafter, the wage specified in	1679.70	1,343.80	70.50	1750.20	1,400.20
(x) (a)	Loader of magazine or comb, Linker, Overlocker other than an overlocker of seconds in socks, Mender and Plain Sewer:					
	(i) Qualified:	1465.70	1,172.60	61.60	1527.30	1,221.80
	(ii) Learners:					
	first six months of experience	927.30	921.80	38.90	966.20	921.80
	second six months of experience	1061.50	921.80	44.60	1106.10	921.80
	third six months of experience	1196.00	956.80	50.20	1246.20	997.00
	next four months of experience	1331.10	1,064.90	55.90	1387.00	1,109.60
	Thereafter, the wage specified in	1465.70	1,172.60	61.60	1527.30	1,221.80
(x) (b)	Sewing Machinist including a button, buttonhole and hemming machinist:					
	(i) Qualified:	1465.70	1,172.60	61.60	1527.30	1,221.80
	(ii) Learners:					
	first six months of experience	927.30	921.80	38.90	966.20	921.80
	second six months of experience	1061.50	921.80	44.60	1106.10	921.80
	third six months of experience	1196.00	956.80	50.20	1246.20	997.00
	Thereafter, the wage specified in	1465.70	1,172.60	61.60	1527.30	1,221.80

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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 vehicle—:					
	(a) does not exceed 453,5 kg	1401.20	1,121.00	58.90	1460.10	1,168.10
	(b) exceeds 453,5 kg but not 2 721 kg	1654.30	1,323.40	69.50	1723.80	1,379.00
	(c) exceeds 2 721 kg but not 4 535 kg	1761.70	1,409.40	74.00	1835.70	1,468.60
	(d) exceeds 4 535 kg	1911.80	1,529.40	80.30	1992.10	1,593.70
(xii)	Security Officer:	2140.40	1,712.30	89.90	2230.30	1,784.20
(xiii)	Watchman:	1651.40	1,321.10	69.40	1720.80	1,376.60
(xiv)	Employee not elsewhere specified:					
	(i) Qualified:	1719.40	1,375.50	72.20	1791.60	1,433.30
	(ii) Learners:					
	first six months of experience	927.30	921.80	38.90	966.20	921.80
	second six months of experience	1124.80	921.80	47.20	1172.00	937.60
	third six months of experience	1323.30	1,058.60	55.60	1378.90	1,103.10
	next four months of experience	1521.20	1,217.00	63.90	1585.10	1,268.10
	Thereafter, the wage specified in	1719.40	1,375.50	72.20	1791.60	1,433.30
(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:	1399.50	1,119.60	58.80	1458.30	1,166.60
(xvi)	General Worker/Traveller's Assistant, Cloakroom Supervisor and/or Attendant, Teamaker employed after 30-06-1987:	1204.70	963.80	50.60	1255.30	1,004.20

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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:	1204.70	963.80	50.60	1255.30	1,004.20
		(ii) Learners:					
		first six months of experience	927.30	921.80	38.90	966.20	921.80
		second six months of experience	1019.30	921.80	42.80	1062.10	921.80
		third six months of experience	1112.70	921.80	46.70	1159.40	927.50
		Thereafter, the wage specified in	1204.70	963.80	50.60	1255.30	1,004.20
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.							