

**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 2019 TO 31 AUGUST 2020**

WAGES		GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)				
DESCRIPTION OF OCCUPATION		Wages per Week from 01 Sep 2018 to 31 Aug 2019	New Ees on Incentivised Scheme Effective 1 September 2018 = 80%	Across-the-Board Increase (Based on 2018/19 Rand Value)	Wage per week from 01 Sep 2019 to 31 Aug 2020 (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 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
		R	R	R	R	R
<b>A. ALL AREAS</b>						
(i)	<b>(a) Foreman</b>	3,543.00	2,834.50	247.00	3,790.00	3,032.00
	<b>(b) Supervisor/Quality Controller</b>					
	(i) Qualified	1,449.00	1,159.00	101.00	1,550.00	1,240.00
	(ii) Learners					
	first six months of experience	994.00	795.00	69.50	1,063.50	851.00
	second six months of experience	1,186.50	949.00	83.00	1,269.50	1,015.50
	Thereafter, the wage specified in (ii)(i) i.e.	1,449.00	1,159.00	101.00	1,550.00	1,240.00
	<b>(c) Cloakroom Supervisor/Watchman</b>	1,007.50	806.00	70.50	1,078.00	862.50
	<b>(d) Mechanic</b>	3,324.50	2,659.50	232.00	3,556.50	2,845.00
	<b>(e) Unqualified Mechanic</b>	1,240.00	992.00	86.50	1,326.50	1,061.00
	<b>(f) Watchman</b>	1,007.50	806.00	70.50	1,078.00	862.50
	<b>(g) Labourer</b>	788.50	631.00	55.00	843.50	840.00
	<b>(h) Boiler Attendant</b>	866.50	693.00	60.50	927.00	840.00
(ii)	<b>Pattern Grader</b>					
	(i) Qualified	1,876.50	1,501.00	131.00	2,007.50	1,606.00
	(ii) Learners					
	first six months of experience	724.50	579.50	50.50	840.00	840.00
	second six months of experience	867.50	694.00	60.50	928.00	840.00
	third six months of experience	1,012.00	809.50	70.50	1,082.50	866.00
	fourth six months of experience	1,158.00	926.50	81.00	1,239.00	991.00
	fifth six months of experience	1,299.00	1,039.00	90.50	1,389.50	1,111.50
	sixth six months of experience	1,443.00	1,154.50	100.50	1,543.50	1,235.00
	seventh six months of experience	1,586.00	1,269.00	110.50	1,696.50	1,357.00
	next four months of experience	1,728.50	1,383.00	120.50	1,849.00	1,479.00
	Thereafter, the wage specified in (ii)(i) i.e.	1,876.50	1,501.00	131.00	2,007.50	1,606.00
(iii)	<b>Marker-In</b>					
	(i) Qualified	1,449.00	1,159.00	101.00	1,550.00	1,240.00
	(ii) Learners					
	first six months of experience	724.50	579.50	50.50	840.00	840.00
	second six months of experience	814.00	651.00	57.00	871.00	840.00
	third six months of experience	907.50	726.00	63.50	971.00	840.00
	fourth six months of experience	996.00	797.00	69.50	1,065.50	852.50
	fifth six months of experience	1,087.00	869.50	76.00	1,163.00	930.50
	sixth six months of experience	1,176.50	941.00	82.00	1,258.50	1,007.00
	seventh six months of experience	1,268.00	1,014.50	88.50	1,356.50	1,085.00
	next four months of experience	1,355.00	1,084.00	94.50	1,449.50	1,159.50
	Thereafter, the wage specified in (iii)(i) i.e.	1,449.00	1,159.00	101.00	1,550.00	1,240.00
(iv)	<b>Shaper &amp; Chopper-out, other than an interlining and/or trimming chopper-out</b>					
	(i) Qualified	1,161.50	929.00	81.00	1,242.50	994.00
	(ii) Learners					
	first six months of experience	689.50	551.50	48.00	840.00	840.00
	second six months of experience	767.50	614.00	53.50	840.00	840.00
	third six months of experience	850.00	680.00	59.50	909.50	840.00
	fourth six months of experience	924.00	739.00	64.50	988.50	840.00
	fifth six months of experience	1,004.50	803.50	70.00	1,074.50	859.50
	next four months of experience	1,082.50	866.00	75.50	1,158.00	926.50
	Thereafter, the wage specified in (iv)(i) i.e.	1,161.50	929.00	81.00	1,242.50	994.00

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		R	R	R	R	R
<b>(v)</b>	<b>Checker, Examiner and/or Passer</b>					
	(i) Qualified	1,007.50	806.00	70.50	1,078.00	862.50
	(ii) Learners					
	first six months of experience	689.50	551.50	48.00	840.00	840.00
	second six months of experience	767.50	614.00	53.50	840.00	840.00
	third six months of experience	850.00	680.00	59.50	909.50	840.00
	next four months of experience	925.00	740.00	64.50	989.50	840.00
	Thereafter, the wage specified in (v)(i) i.e.	1,007.50	806.00	70.50	1,078.00	862.50
<b>(vi)</b>	<b>(a) Invoice Clerk</b>					
	(i) Qualified	1,449.00	1,159.00	101.00	1,550.00	1,240.00
	(ii) Learners					
	first six months of experience	1,043.00	834.50	73.00	1,116.00	893.00
	Thereafter, the wage specified in (vi)(a)(i)	1,449.00	1,159.00	101.00	1,550.00	1,240.00
	<b>(b) Despatch Clerk, Factory Clerk and/or Stores Clerk</b>					
	(i) Qualified	1,060.00	848.00	74.00	1,134.00	907.00
	(ii) Learners					
	first six months of experience	760.50	608.50	53.00	840.00	840.00
	second six months of experience	909.00	727.00	63.50	972.50	840.00
	Thereafter, the wage specified in (vi)(b)(i)	1,060.00	848.00	74.00	1,134.00	907.00
<b>(vii)</b>	<b>Sewing Machinist engaged in setting in sleeves and/or sewing round men's and ladies' tailored coats and overcoats:</b>					
	(i) Qualified	1,141.50	913.00	79.50	1,221.00	977.00
	(ii) Learners					
	first six months of experience	689.50	551.50	48.00	840.00	840.00
	second six months of experience	764.50	611.50	53.50	840.00	840.00
	third six months of experience	837.50	670.00	58.50	896.00	840.00
	fourth six months of experience	913.00	730.50	63.50	976.50	840.00
	fifth six months of experience	990.50	792.50	69.00	1,059.50	847.50
	next four months of experience	1,067.00	853.50	74.50	1,141.50	913.00
	Thereafter, the wage specified in (vii)(i) i.e.	1,141.50	913.00	79.50	1,221.00	977.00
<b>(viii)</b>	<b>Driver of a Motor Vehicle, the unladen mass of which together with the unladen mass of any trailer/trailers drawn by such vehicle—:</b>					
	(a) Does not exceed 2 722 kg	1,249.00	999.00	87.00	1,336.00	1,069.00
	(b) Exceeds 2 722 kg	1,452.00	1,161.50	101.50	1,553.50	1,243.00
<b>(ix)</b>	<b>Part-time Driver of a Motor Vehicle</b>	1,137.00	909.50	79.50	1,216.50	973.00
<b>(x)</b>	<b>Knitting Machine Operator</b>					
	(i) Qualified	1,489.00	1,191.00	104.00	1,593.00	1,274.50
	(ii) Learners					
	first six months of experience	689.50	551.50	48.00	840.00	840.00
	second six months of experience	824.50	659.50	57.50	882.00	840.00
	third six months of experience	954.00	763.00	66.50	1,020.50	840.00
	fourth six months of experience	1,087.50	870.00	76.00	1,163.50	931.00
	fifth six months of experience	1,220.00	976.00	85.00	1,305.00	1,044.00
	next four months of experience	1,356.50	1,085.00	94.50	1,451.00	1,161.00
	Thereafter, the wage specified in (x)(i) i.e.	1,489.00	1,191.00	104.00	1,593.00	1,274.50
<b>(xi)</b>	<b>Maintenance hand</b>					
	(i) Qualified	852.50	682.00	59.50	912.00	840.00
	(ii) Learners					
	first six months of experience	689.50	551.50	48.00	840.00	840.00
	second six months of experience	721.50	577.00	50.50	840.00	840.00
	third six months of experience	749.50	599.50	52.50	840.00	840.00
	fourth six months of experience	786.00	629.00	55.00	841.00	840.00
	next four months of experience	824.00	659.00	57.50	881.50	840.00
	Thereafter, the wage specified in (xi)(i) i.e.	852.50	682.00	59.50	912.00	840.00

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		R	R	R	R	R
<b>B. IN THE MAGISTERIAL DISTRICTS OF BLOEMFONTEIN, KIMBERLEY AND KROONSTAD</b>						
<b>(i) (a)</b>	<b>Sewing Machinist</b>					
	(i) Qualified	1,007.50	806.00	70.50	1,078.00	862.50
	(ii) Learners					
	first six months of experience	689.50	551.50	48.00	840.00	840.00
	second six months of experience	743.00	594.50	52.00	840.00	840.00
	third six months of experience	794.00	635.00	55.50	849.50	840.00
	Thereafter, the wage specified in (i)(i) i.e.	1,007.50	806.00	70.50	1,078.00	862.50
<b>(i) (b)</b>	<b>Invisible Mender, Finisher, Presser, Trimmer, Marker-In and/or Chopper-out of linings and trimmings, Former Scriber and Screen Printer</b>					
	(i) Qualified	1,007.50	806.00	70.50	1,078.00	862.50
	(ii) Learners					
	first six months of experience	689.50	551.50	48.00	840.00	840.00
	second six months of experience	743.00	594.50	52.00	840.00	840.00
	third six months of experience	794.00	635.00	55.50	849.50	840.00
	fourth six months of experience	850.00	680.00	59.50	909.50	840.00
	fifth six months of experience	900.50	720.50	63.00	963.50	840.00
	next four months of experience	953.50	763.00	66.50	1,020.00	840.00
	Thereafter, the wage specified in (i)(i) i.e.	1,007.50	806.00	70.50	1,078.00	862.50
	<b>Set Leader and/or Team Leader</b>	1,071.00	857.00	74.50	1,145.50	916.50
<b>(ii)</b>	<b>General Worker/Pleater</b>					
	(i) Qualified	760.50	608.50	53.00	840.00	840.00
	(ii) Learners					
	first six months of experience	689.50	551.50	48.00	840.00	840.00
	second six months of experience	723.00	578.50	50.50	840.00	840.00
	Thereafter, the wage specified in (ii)(i) i.e.	760.50	608.50	53.00	840.00	840.00
<b>(iii)</b>	<b>Despatch Packer and Layer-up</b>					
	(i) Qualified	788.00	630.50	55.00	843.00	840.00
	(ii) Learners					
	first six months of experience	689.50	551.50	48.00	840.00	840.00
	second six months of experience	737.00	589.50	51.50	840.00	840.00
	Thereafter, the wage specified in (iii)(i) i.e.	788.00	630.50	55.00	843.00	840.00
<b>(iv)</b>	<b>Plain Sewer</b>					
	(i) Qualified	824.50	659.50	57.50	882.00	840.00
	(ii) Learners					
	first six months of experience	689.50	551.50	48.00	840.00	840.00
	Thereafter, the wage specified in (iv)(i) i.e.	824.50	659.50	57.50	882.00	840.00
<b>(v)</b>	<b>Sample Machinist</b>	1,147.50	918.00	80.00	1,227.50	982.00
<b>C. IN THE MAGISTERIAL DISTRICTS OF FRANKFORT, PARYS AND VREDEFORT</b>						
<b>(i) (a)</b>	<b>Sewing Machinist</b>					
	(i) Qualified:	963.50	771.00	70.50	1,034.00	840.00
	(ii) Learners:					
	first six months of experience	662.00	529.50	48.00	840.00	840.00
	second six months of experience	713.00	570.50	52.00	840.00	840.00
	third six months of experience	762.00	609.50	55.50	840.00	840.00
	Thereafter, the wage specified in (i)(a)(i) i.e.	963.50	771.00	70.50	1,034.00	840.00
<b>(i) (b)</b>	<b>Invisible Mender, Finisher, Presser, Trimmer, Marker-In and/or Chopper-out of linings and trimmings, Former Scriber and Screen Printer:</b>					
	(i) Qualified:	963.50	771.00	70.50	1,034.00	840.00
	(ii) Learners:					
	first six months of experience	662.00	529.50	48.00	840.00	840.00
	second six months of experience	713.00	570.50	52.00	840.00	840.00

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			R	R	R	R	R
		third six months of experience	762.00	609.50	55.50	840.00	840.00
		fourth six months of experience	814.50	651.50	59.50	874.00	840.00
		fifth six months of experience	862.00	689.50	63.00	925.00	840.00
		Next four months of experience	912.00	729.50	66.50	978.50	840.00
		Thereafter, the wage specified in (i)(b)(i) i.e.	963.50	771.00	70.50	1,034.00	840.00
		<b>Set Leader and/or Team Leader</b>	1,025.00	820.00	74.50	1,099.50	879.50
<b>(ii)</b>		<b>General Worker/Pleater</b>					
	(i)	Qualified	736.00	589.00	53.00	840.00	840.00
	(ii)	Learners					
		first six months of experience	662.00	529.50	48.00	840.00	840.00
		second six months of experience	698.50	559.00	50.50	840.00	840.00
		Thereafter, the wage specified in (ii)(i) i.e.	736.00	589.00	53.00	840.00	840.00
<b>(iii)</b>		<b>Despatch Packer</b>					
	(i)	Qualified	768.00	614.50	55.00	840.00	840.00
	(ii)	Learners					
		first six months of experience	662.00	529.50	48.00	840.00	840.00
		second six months of experience	713.50	571.00	51.50	840.00	840.00
		Thereafter, the wage specified in (iii)(i) i.e.	768.00	614.50	55.00	840.00	840.00
<b>(iv)</b>		<b>Layer-Up</b>					
	(i)	Qualified	763.00	610.50	55.00	840.00	840.00
	(ii)	Learners					
		first six months of experience	662.00	529.50	48.00	840.00	840.00
		second six months of experience	714.00	571.00	51.50	840.00	840.00
		Thereafter, the wage specified in (iii)(i) i.e.	775.50	620.50	55.00	840.00	840.00
<b>(v)</b>		<b>Plain Sewer</b>					
	(i)	Qualified	796.00	637.00	57.50	853.50	840.00
	(ii)	Learners					
		first six months of experience	663.00	530.50	48.00	840.00	840.00
		Thereafter, the wage specified in (iv)(i) i.e.	796.00	637.00	57.50	853.50	840.00
<b>(vi)</b>		<b>Sample Machinist</b>	1,093.50	875.00	80.00	1,173.50	939.00

**NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with effect from 1 September 2019, Increase the Weekly Wage for those employees by the agreed Wage Increase based on 2018/19 Rand Value, Across-the-Board.**