

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 2023 TO 31 AUGUST 2024

WAGES		GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)				
DESCRIPTION OF OCCUPATION		Wage per week from 01 September 2022 to 31 Aug 2023 (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 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Across-the-Board Increase 2022/2023 rand value	Wage per week from 01 September 2023 to 31 Aug 2024 (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 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
		R	R		R	R
A. ALL AREAS						
(i)	(a) Foreman	4 381.50	3 505.00	286.50	4 668.00	3 734.50
	(b) Supervisor/Quality Controller					
	(i) Qualified	1 792.50	1 434.00	117.50	1 910.00	1 528.00
	(ii) Learners					
	first six months of experience	1 230.00	984.00	80.50	1 310.50	1 067.64
	second six months of experience	1 468.00	1 174.50	96.00	1 564.00	1 251.00
	Thereafter, the wage specified in (ii)(i) i.e.	1 792.50	1 434.00	117.50	1 910.00	1 528.00
	(c) Cloakroom Supervisor/Watchman	1 246.50	997.00	81.50	1 328.00	1 067.64
	(d) Mechanic	4 112.00	3 289.50	269.00	4 381.00	3 505.00
	(e) Unqualified Mechanic	1 534.00	1 227.00	100.50	1 634.50	1 307.50
	(f) Watchman	1 246.50	997.00	81.50	1 328.00	1 067.64
	(g) Labourer	1 016.00	974.00	66.50	1 082.50	1 067.64
	(h) Boiler Attendant	1 072.00	974.00	70.00	1 142.00	1 067.64
(ii)	Pattern Grader					
	(i) Qualified	2 321.50	1 857.00	152.00	2 473.50	1 979.00
	(ii) Learners					
	first six months of experience	1 016.00	974.00	66.50	1 082.50	1 067.64
	second six months of experience	1 073.00	974.00	70.00	1 143.00	1 067.64
	third six months of experience	1 251.50	1 001.00	82.00	1 333.50	1 067.64
	fourth six months of experience	1 432.50	1 146.00	93.50	1 526.00	1 221.00
	fifth six months of experience	1 606.50	1 285.00	105.00	1 711.50	1 369.00
	sixth six months of experience	1 784.00	1 427.00	116.50	1 900.50	1 520.50
	seventh six months of experience	1 962.00	1 569.50	128.50	2 090.50	1 672.50
	next four months of experience	2 138.00	1 710.50	140.00	2 278.00	1 822.50
	Thereafter, the wage specified in (ii)(i) i.e.	2 321.50	1 857.00	152.00	2 473.50	1 979.00
(iii)	Marker-In					
	(i) Qualified	1 792.50	1 434.00	117.50	1 910.00	1 528.00
	(ii) Learners					
	first six months of experience	1 016.00	974.00	66.50	1 082.50	1 067.64
	second six months of experience	1 016.00	974.00	66.50	1 082.50	1 067.64
	third six months of experience	1 123.00	974.00	73.50	1 196.50	1 067.64
	fourth six months of experience	1 232.00	985.50	80.50	1 312.50	1 067.64
	fifth six months of experience	1 344.50	1 075.50	88.00	1 432.50	1 146.00
	sixth six months of experience	1 455.00	1 164.00	95.00	1 550.00	1 240.00
	seventh six months of experience	1 568.00	1 254.50	102.50	1 670.50	1 336.50
	next four months of experience	1 675.50	1 340.50	109.50	1 785.00	1 428.00
	Thereafter, the wage specified in (iii)(i) i.e.	1 792.50	1 434.00	117.50	1 910.00	1 528.00
(iv)	Shaper & Chopper-out, other than an interlining and/or trimming chopper-out					
	(i) Qualified	1 436.50	1 149.00	94.00	1 530.50	1 224.50
	(ii) Learners					
	first six months of experience	1 016.00	974.00	66.50	1 082.50	1 067.64
	second six months of experience	1 016.00	974.00	66.50	1 082.50	1 067.64
	third six months of experience	1 051.50	974.00	69.00	1 120.50	1 067.64
	fourth six months of experience	1 143.00	974.00	75.00	1 218.00	1 067.64

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DESCRIPTION OF OCCUPATION		Wage per week from 01 September 2022 to 31 Aug 2023 (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 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Across-the-Board Increase 2022/2023 rand value	Wage per week from 01 September 2023 to 31 Aug 2024 (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 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
		R	R		R	R
	fifth six months of experience	1 243.00	994.50	81.50	1 324.50	1 067.64
	next four months of experience	1 339.00	1 071.00	87.50	1 426.50	1 141.00
	Thereafter, the wage specified in (iv)(i) i.e.	1 436.50	1 149.00	94.00	1 530.50	1 224.50
(v)	Checker, Examiner and/or Passer					
	(i) Qualified	1 246.50	997.00	81.50	1 328.00	1 067.64
	(ii) Learners					
	first six months of experience	1 016.00	974.00	66.50	1 082.50	1 067.64
	second six months of experience	1 016.00	974.00	66.50	1 082.50	1 067.64
	third six months of experience	1 051.50	974.00	69.00	1 120.50	1 067.64
	next four months of experience	1 144.00	974.00	75.00	1 219.00	1 067.64
	Thereafter, the wage specified in (v)(i) i.e.	1 246.50	997.00	81.50	1 328.00	1 067.64
(vi)	(a) Invoice Clerk					
	(i) Qualified	1 792.50	1 434.00	117.50	1 910.00	1 528.00
	(ii) Learners					
	first six months of experience	1 290.50	1 032.50	84.50	1 375.00	1 100.00
	Thereafter, the wage specified in (vi)(a)(i)	1 792.50	1 434.00	117.50	1 910.00	1 528.00
	(b) Despatch Clerk, Factory Clerk and/or Stores Clerk					
	(i) Qualified	1 311.50	1 049.00	86.00	1 397.50	1 118.00
	(ii) Learners					
	first six months of experience	1 016.00	974.00	66.50	1 082.50	1 067.64
	second six months of experience	1 124.50	974.00	73.50	1 198.00	1 067.64
	Thereafter, the wage specified in (vi)(b)(i)	1 311.50	1 049.00	86.00	1 397.50	1 118.00
(vii)	Sewing Machinist engaged in setting in sleeves and/or sewing round men's and ladies' tailored coats and overcoats:					
	(i) Qualified	1 411.50	1 129.00	92.50	1 504.00	1 203.00
	(ii) Learners					
	first six months of experience	1 016.00	974.00	66.50	1 082.50	1 067.64
	second six months of experience	1 016.00	974.00	66.50	1 082.50	1 067.64
	third six months of experience	1 036.00	974.00	68.00	1 104.00	1 067.64
	fourth six months of experience	1 129.00	974.00	74.00	1 203.00	1 067.64
	fifth six months of experience	1 224.50	979.50	80.00	1 304.50	1 067.64
	next four months of experience	1 319.50	1 055.50	86.50	1 406.00	1 125.00
	Thereafter, the wage specified in (vii)(i) i.e.	1 411.50	1 129.00	92.50	1 504.00	1 203.00
(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	1 544.50	1 235.50	101.00	1 645.50	1 316.50
	(b) Exceeds 2 722 kg	1 796.00	1 437.00	117.50	1 913.50	1 531.00
(ix)	Part-time Driver of a Motor Vehicle	1 406.50	1 125.00	92.00	1 498.50	1 199.00
(x)	Knitting Machine Operator					
	(i) Qualified	1 842.00	1 473.50	120.50	1 962.50	1 570.00
	(ii) Learners					
	first six months of experience	1 016.00	974.00	66.50	1 082.50	1 067.64
	second six months of experience	1 019.50	974.00	66.50	1 086.00	1 067.64
	third six months of experience	1 180.00	974.00	77.00	1 257.00	1 067.64

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		R	R		R	R
	fourth six months of experience	1 345.00	1 076.00	88.00	1 433.00	1 146.50
	fifth six months of experience	1 509.00	1 207.00	98.50	1 607.50	1 286.00
	next four months of experience	1 677.00	1 341.50	109.50	1 786.50	1 429.00
	Thereafter, the wage specified in (x)(i) i.e.	1 842.00	1 473.50	120.50	1 962.50	1 570.00
(xi)	Maintenance hand					
	(i) Qualified	1 054.00	974.00	69.00	1 123.00	1 067.64
	(ii) Learners					
	first six months of experience	1 016.00	974.00	66.50	1 082.50	1 067.64
	second six months of experience	1 016.00	974.00	66.50	1 082.50	1 067.64
	third six months of experience	1 016.00	974.00	66.50	1 082.50	1 067.64
	fourth six months of experience	1 016.00	974.00	66.50	1 082.50	1 067.64
	next four months of experience	1 019.00	974.00	66.50	1 085.50	1 067.64
	Thereafter, the wage specified in (xi)(i) i.e.	1 054.00	974.00	69.00	1 123.00	1 067.64
B. IN THE MAGISTERIAL DISTRICTS OF BLOEMFONTEIN, KIMBERLEY AND KROONSTAD						
(i) (a)	Sewing Machinist					
	(i) Qualified	1 246.50	997.00	81.50	1 328.00	1 067.64
	(ii) Learners					
	first six months of experience	1 016.00	974.00	66.50	1 082.50	1 067.64
	second six months of experience	1 016.00	974.00	66.50	1 082.50	1 067.64
	third six months of experience	1 016.00	974.00	66.50	1 082.50	1 067.64
	Thereafter, the wage specified in (i)(i) i.e.	1 246.50	997.00	81.50	1 328.00	1 067.64
(i) (b)	Invisible Mender, Finisher, Presser, Trimmer, Marker-In and/or Chopper-out of linings and trimmings, Former Scriber and Screen Printer					
	(i) Qualified	1 246.50	997.00	81.50	1 328.00	1 067.64
	(ii) Learners					
	first six months of experience	1 016.00	974.00	66.50	1 082.50	1 067.64
	second six months of experience	1 016.00	974.00	66.50	1 082.50	1 067.64
	third six months of experience	1 016.00	974.00	66.50	1 082.50	1 067.64
	fourth six months of experience	1 051.50	974.00	69.00	1 120.50	1 067.64
	fifth six months of experience	1 114.00	974.00	73.00	1 187.00	1 067.64
	next four months of experience	1 179.00	974.00	77.00	1 256.00	1 067.64
	Thereafter, the wage specified in (i)(i) i.e.	1 246.50	997.00	81.50	1 328.00	1 067.64
	Set Leader and/or Team Leader	1 324.50	1 059.50	86.50	1 411.00	1 129.00
(ii)	General Worker/Pleater					
	(i) Qualified	1 016.00	974.00	66.50	1 082.50	1 067.64
	(ii) Learners					
	first six months of experience	1 016.00	974.00	66.50	1 082.50	1 067.64
	second six months of experience	1 016.00	974.00	66.50	1 082.50	1 067.64
	Thereafter, the wage specified in (ii)(i) i.e.	1 016.00	974.00	66.50	1 082.50	1 067.64
(iii)	Despatch Packer and Layer-up					
	(i) Qualified	1 016.00	974.00	66.50	1 082.50	1 067.64
	(ii) Learners					
	first six months of experience	1 016.00	974.00	66.50	1 082.50	1 067.64
	second six months of experience	1 016.00	974.00	66.50	1 082.50	1 067.64

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		R	R		R	R
	Thereafter, the wage specified in (iii)(i) i.e.	1 016.00	974.00	66.50	1 082.50	1 067.64
(iv)	Plain Sewer					
	(i) Qualified	1 016.00	974.00	66.50	1 082.50	1 067.64
	(ii) Learners					
	first six months of experience	1 016.00	974.00	66.50	1 082.50	1 067.64
	Thereafter, the wage specified in (iv)(i) i.e.	1 016.00	974.00	66.50	1 082.50	1 067.64
(v)	Sample Machinist	1 419.50	1 135.50	93.00	1 512.50	1 210.00
C. IN THE MAGISTERIAL DISTRICTS OF FRANKFORT, PARYS AND VREDEFORT						
(i) (a)	Sewing Machinist					
	(i) Qualified:	1 199.50	974.00	78.50	1 278.00	1 067.64
	(ii) Learners:					
	first six months of experience	1 016.00	974.00	66.50	1 082.50	1 067.64
	second six months of experience	1 016.00	974.00	66.50	1 082.50	1 067.64
	third six months of experience	1 016.00	974.00	66.50	1 082.50	1 067.64
	Thereafter, the wage specified in (i)(a)(i) i.e.	1 199.50	974.00	78.50	1 278.00	1 067.64
(i) (b)	Invisible Mender, Finisher, Presser, Trimmer, Marker-In and/or Chopper-out of linings and trimmings, Former Scriber and Screen Printer:					
	(i) Qualified:	1 199.50	974.00	78.50	1 278.00	1 067.64
	(ii) Learners:					
	first six months of experience	1 016.00	974.00	66.50	1 082.50	1 067.64
	second six months of experience	1 016.00	974.00	66.50	1 082.50	1 067.64
	third six months of experience	1 016.00	974.00	66.50	1 082.50	1 067.64
	fourth six months of experience	1 016.00	974.00	66.50	1 082.50	1 067.64
	fifth six months of experience	1 072.50	974.00	70.00	1 142.50	1 067.64
	Next four months of experience	1 134.50	974.00	74.00	1 208.50	1 067.64
	Thereafter, the wage specified in (i)(b)(i) i.e.	1 199.50	974.00	78.50	1 278.00	1 067.64
	Set Leader and/or Team Leader	1 275.50	1 020.50	83.50	1 359.00	1 087.00
(ii)	General Worker/Pleater					
	(i) Qualified	1 015.98	974.00	66.50	1 082.48	1 067.64
	(ii) Learners					
	first six months of experience	1 016.00	974.00	66.50	1 082.50	1 067.64
	second six months of experience	1 016.00	974.00	66.50	1 082.50	1 067.64
	Thereafter, the wage specified in (ii)(i) i.e.	1 016.00	974.00	66.50	1 082.50	1 067.64
(iii)	Despatch Packer					
	(i) Qualified	1 016.00	974.00	66.50	1 082.50	1 067.64
	(ii) Learners					
	first six months of experience	1 016.00	974.00	66.50	1 082.50	1 067.64
	second six months of experience	1 016.00	974.00	66.50	1 082.50	1 067.64
	Thereafter, the wage specified in (iii)(i) i.e.	1 016.00	974.00	66.50	1 082.50	1 067.64
(iv)	Layer-Up					
	(i) Qualified	1 016.00	974.00	66.50	1 082.50	1 067.64
	(ii) Learners					
	first six months of experience	1 016.00	974.00	66.50	1 082.50	1 067.64
	second six months of experience	1 016.00	974.00	66.50	1 082.50	1 067.64
	Thereafter, the wage specified in (iii)(i) i.e.	1 016.00	974.00	66.50	1 082.50	1 067.64
(v)	Plain Sewer					
	(i) Qualified	1 016.00	974.00	66.50	1 082.50	1 067.64
	(ii) Learners					
	first six months of experience	1 016.00	974.00	66.50	1 082.50	1 067.64
	Thereafter, the wage specified in (iv)(i) i.e.	1 016.00	974.00	66.50	1 082.50	1 067.64
(vi)	Sample Machinist	1 361.50	1 089.00	89.00	1 450.50	1 160.50

NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with effect from 1 September 2023, increase the Weekly Wage for those employees by the agreed Wage Increase based on 2022/2023 rand value, Across-the-Board.