

**NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY
NORTHERN REGION (CLOTHING) NEW WAGE RATES NEGOTIATED BY THE PARTIES
FOR THE PERIOD 01 SEPTEMBER 2023 TO 31 AUGUST 2024**

WAGES	GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)					
DESCRIPTION	Wage per week from 01 September 2022 to 31 Aug 2023	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	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	R	
(A) Pattern Maker and/or Grader:						
(i) Qualified:	2 868.10	2 294.50	187.60	3 055.70	2 444.60	
(ii) Learners:						
first six months of experience	1 033.10	927.60	67.60	1 100.70	1 016.80	
second six months of experience	1 336.90	1 069.50	87.50	1 424.40	1 139.50	
third six months of experience	1 645.30	1 316.20	107.60	1 752.90	1 402.30	
fourth six months of experience	1 925.70	1 540.60	126.00	2 051.70	1 641.40	
fifth six months of experience	2 260.10	1 808.10	147.90	2 408.00	1 926.40	
next four months of experience	2 566.90	2 053.50	167.90	2 734.80	2 187.80	
Thereafter, the wage specified in (A)(i)	2 868.10	2 294.50	187.60	3 055.70	2 444.60	
(B) Marker-In:						
(i) Qualified:	2 381.20	1 905.00	155.80	2 537.00	2 029.60	
(ii) Learners:						
first six months of experience	1 033.10	927.60	67.60	1 100.70	1 016.80	
second six months of experience	1 255.60	1 004.50	82.10	1 337.70	1 070.20	
third six months of experience	1 481.40	1 185.10	96.90	1 578.30	1 262.60	
fourth six months of experience	1 706.10	1 364.90	111.60	1 817.70	1 454.20	
fifth six months of experience	1 931.40	1 545.10	126.40	2 057.80	1 646.20	
next four months of experience	2 157.10	1 725.70	141.10	2 298.20	1 838.60	
Thereafter, the wage specified in (B)(i)	2 381.20	1 905.00	155.80	2 537.00	2 029.60	
(C) Mechanic:						
(i) Qualified:	2 322.40	1 857.90	151.90	2 474.30	1 979.40	
(ii) Learners:						
first six months of experience	1 033.10	927.60	67.60	1 100.70	1 016.80	
second six months of experience	1 174.10	939.30	76.80	1 250.90	1 016.80	
third six months of experience	1 317.70	1 054.20	86.20	1 403.90	1 123.10	
fourth six months of experience	1 461.50	1 169.20	95.60	1 557.10	1 245.70	
fifth six months of experience	1 605.70	1 284.60	105.00	1 710.70	1 368.60	
sixth six months of experience	1 747.70	1 398.20	114.30	1 862.00	1 489.60	
seventh six months of experience	1 892.70	1 514.20	123.80	2 016.50	1 613.20	
eighth six months of experience	2 035.70	1 628.60	133.20	2 168.90	1 735.10	
next four months of experience	2 179.90	1 743.90	142.60	2 322.50	1 858.00	
Thereafter, the wage specified in (C)(i)	2 322.40	1 857.90	151.90	2 474.30	1 979.40	
(D) Chopper Out, Cutter and/or Re-Cutter, Negative Maker, Screen Maker (Engraver), Screen Printer, Sample Cutter:						
(i) Qualified:	1 724.80	1 379.80	112.80	1 837.60	1 470.10	

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	R	R	R	R	R
(ii) Learners:					
first six months of experience	1 033.10	927.60	67.60	1 100.70	1 016.80
second six months of experience	1 204.40	963.50	78.80	1 283.20	1 026.60
third six months of experience	1 378.70	1 103.00	90.20	1 468.90	1 175.10
next four months of experience	1 554.10	1 243.30	101.70	1 655.80	1 324.60
Thereafter, the wage specified in (D)(i)	1 724.80	1 379.80	112.80	1 837.60	1 470.10
*(E1) Sample Machinist:	1 715.10	1 372.10	112.20	1 827.30	1 461.80
(E)(a) Sewing Machinist, Operator of a Linking, Overlocking and/or Sewing Machine, Embroidery Machinist (other than embroidery machine minder)					
(i) Qualified:	1 491.00	1 192.80	97.50	1 588.50	1 270.80
(ii) Learners:					
first six months of experience	1 033.10	927.60	67.60	1 100.70	1 016.80
second six months of experience	1 145.90	927.60	75.00	1 220.90	1 016.80
third six months of experience	1 258.90	1 007.10	82.40	1 341.30	1 073.00
Thereafter, the wage specified in (E)(i)	1 491.00	1 192.80	97.50	1 588.50	1 270.80
(E)(b) Finisher, Invisible Mender Embroiderer, Fagotter, Beader 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:	1 491.00	1 192.80	97.50	1 588.50	1 270.80
(ii) Learners:					
first six months of experience	1 033.10	927.60	67.60	1 100.70	1 016.80
second six months of experience	1 145.90	927.60	75.00	1 220.90	1 016.80
third six months of experience	1 258.90	1 007.10	82.40	1 341.30	1 073.00
next four months of experience	1 379.00	1 103.20	90.20	1 469.20	1 175.40
Thereafter, the wage specified in (E)(i)	1 491.00	1 192.80	97.50	1 588.50	1 270.80
(F1) Machinist promoted to Assistant Supervisor:					
(i) Qualified:	1 771.70	1 417.40	115.90	1 887.60	1 510.10
(ii) Learners:					
first six months of experience	1 491.00	1 192.80	97.50	1 588.50	1 270.80
second six months of experience	1 588.00	1 270.40	103.90	1 691.90	1 353.50
third six months of experience	1 681.30	1 345.00	110.00	1 791.30	1 433.00
Thereafter, the wage specified in (F1)(i)	1 771.70	1 417.40	115.90	1 887.60	1 510.10

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		R	R	R	R	R
(F)	Asst Supervisor, other than a Machinist promoted to Asst. Supervisor; Despatch/Factory Clerk and Storeman:					
	(i) Qualified:	1 771.70	1 417.40	115.90	1 887.60	1 510.10
	(ii) Learners:					
	first six months of experience	1 033.10	927.60	67.60	1 100.70	1 016.80
	second six months of experience	1 217.30	973.80	79.60	1 296.90	1 037.50
	third six months of experience	1 402.30	1 121.80	91.70	1 494.00	1 195.20
	next four months of experience	1 589.20	1 271.40	104.00	1 693.20	1 354.60
	Thereafter, the wage specified in (F)(i)	1 771.70	1 417.40	115.90	1 887.60	1 510.10
(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 Frammer; Pleater and Embroidery Machine Minder:					
	(i) Qualified:	1 237.00	989.60	80.90	1 317.90	1 054.30
	(ii) Learners:					
	first six months of experience	1 033.10	927.60	67.60	1 100.70	1 016.80
	second six months of experience	1 082.90	927.60	70.80	1 153.70	1 016.80
	third six months of experience	1 133.50	927.60	74.20	1 207.70	1 016.80
	next four months of experience	1 184.40	947.50	77.50	1 261.90	1 016.80
	Thereafter, the wage specified in (G)(i)	1 237.00	989.60	80.90	1 317.90	1 054.30
(H1)	Foreman:	3 912.80	3 130.20	256.00	4 168.80	3 335.00
(H2)	Supervisor, Assistant Foreman, Head Cutter:	2 134.10	1 707.30	139.60	2 273.70	1 819.00
(H3)	Artisan:	4 466.90	3 573.50	292.20	4 759.10	3 807.30
(H4)	Labourer, Scooter Driver and/or Boiler	1 374.50	1 099.60	89.90	1 464.40	1 171.50
(H5)	Watchman:	1 588.20	1 270.60	103.90	1 692.10	1 353.70
(H6)	Driver (Light Motor Vehicle):	1 565.60	1 252.50	102.40	1 668.00	1 334.40
(H7)	Driver (Medium Motor Vehicle):	1 674.10	1 339.30	109.50	1 783.60	1 426.90
	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 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.						