

**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 B (i.e. employees NOT 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
(A)	Pattern Maker and/or Grader:					
	(i) Qualified:	2 881.30	2 305.00	188.50	3 069.80	2 455.80
	(ii) Learners:					
	first six months of experience	1 037.50	927.60	67.90	1 105.40	1 016.80
	second six months of experience	1 343.20	1 074.60	87.90	1 431.10	1 144.90
	third six months of experience	1 652.90	1 322.30	108.10	1 761.00	1 408.80
	fourth six months of experience	1 934.70	1 547.80	126.60	2 061.30	1 649.00
	fifth six months of experience	2 270.90	1 816.70	148.60	2 419.50	1 935.60
	next four months of experience	2 578.80	2 063.00	168.70	2 747.50	2 198.00
	Thereafter, the wage specified in (A)(i) i.e.	2 881.30	2 305.00	188.50	3 069.80	2 455.80
(B)	Marker-In:					
	(i) Qualified:	2 392.60	1 914.10	156.50	2 549.10	2 039.30
	(ii) Learners:					
	first six months of experience	1 037.50	927.60	67.90	1 105.40	1 016.80
	second six months of experience	1 261.70	1 009.40	82.50	1 344.20	1 075.40
	third six months of experience	1 488.50	1 190.80	97.40	1 585.90	1 268.70
	fourth six months of experience	1 714.50	1 371.60	112.20	1 826.70	1 461.40
	fifth six months of experience	1 940.80	1 552.60	127.00	2 067.80	1 654.20
	next four months of experience	2 166.80	1 733.40	141.80	2 308.60	1 846.90
	Thereafter, the wage specified in (B)(i) i.e.	2 392.60	1 914.10	156.50	2 549.10	2 039.30
(C)	Mechanic:					
	(i) Qualified:	2 333.50	1 866.80	152.70	2 486.20	1 989.00
	(ii) Learners:					
	first six months of experience	1 037.50	927.60	67.90	1 105.40	1 016.80
	second six months of experience	1 179.40	943.50	77.20	1 256.60	1 016.80
	third six months of experience	1 324.10	1 059.30	86.60	1 410.70	1 128.60
	fourth six months of experience	1 468.30	1 174.60	96.10	1 564.40	1 251.50
	fifth six months of experience	1 613.20	1 290.60	105.50	1 718.70	1 375.00
	sixth six months of experience	1 756.20	1 405.00	114.90	1 871.10	1 496.90
	seventh six months of experience	1 901.50	1 521.20	124.40	2 025.90	1 620.70
	eighth six months of experience	2 045.70	1 636.60	133.80	2 179.50	1 743.60
	next four months of experience	2 190.10	1 752.10	143.30	2 333.40	1 866.70
	Thereafter, the wage specified in (C)(i) i.e.	2 333.50	1 866.80	152.70	2 486.20	1 989.00
(D)	Chopper Out, Cutter and/or Re-Cutter, Negative Maker, Screen Maker (Engraver), Screen Printer, Sample Cutter:					
	(i) Qualified:	1 733.30	1 386.60	113.40	1 846.70	1 477.40
	(ii) Learners:					
	first six months of experience	1 037.50	927.60	67.90	1 105.40	1 016.80
	second six months of experience	1 210.40	968.30	79.20	1 289.60	1 031.70
	third six months of experience	1 385.10	1 108.10	90.60	1 475.70	1 180.60
	next four months of experience	1 561.20	1 249.00	102.10	1 663.30	1 330.60
	Thereafter, the wage specified in (D)(i) i.e.	1 733.30	1 386.60	113.40	1 846.70	1 477.40

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		R	R		R	R
*(E1)	Sample Machinist:	1 723.10	1 378.50	112.70	1 835.80	1 468.60
(E)(a)	Sewing Machinist, Operator of a Linking, Overlocking and/or Sewing Machine, Embroidery Machinist (other than embroidery machine minder):					
	(i) Qualified:	1 498.00	1 198.40	98.00	1 596.00	1 276.80
	(ii) Learners:					
	first six months of experience	1 037.50	927.60	67.90	1 105.40	1 016.80
	second six months of experience	1 151.20	927.60	75.30	1 226.50	1 016.80
	third six months of experience	1 265.20	1 012.20	82.80	1 348.00	1 078.40
	Thereafter, the wage specified in (E)(i) i.e.	1 498.00	1 198.40	98.00	1 596.00	1 276.80
(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:	1 498.00	1 198.40	98.00	1 596.00	1 276.80
	(ii) Learners:					
	first six months of experience	1 037.50	927.60	67.90	1 105.40	1 016.80
	second six months of experience	1 151.20	927.60	75.30	1 226.50	1 016.80
	third six months of experience	1 265.20	1 012.20	82.80	1 348.00	1 078.40
	next four months of experience	1 385.20	1 108.20	90.60	1 475.80	1 180.60
	Thereafter, the wage specified in (E)(i) i.e.	1 498.00	1 198.40	98.00	1 596.00	1 276.80
(F1)	Machinist promoted to Assistant Supervisor:					
	(i) Qualified:	1 780.30	1 424.20	116.50	1 896.80	1 517.40
	(ii) Learners:					
	first six months of experience	1 498.00	1 198.40	98.00	1 596.00	1 276.80
	second six months of experience	1 595.20	1 276.20	104.40	1 699.60	1 359.70
	third six months of experience.	1 689.30	1 351.40	110.50	1 799.80	1 439.80
	Thereafter, the wage specified in (F1)(i) i.e	1 780.30	1 424.20	116.50	1 896.80	1 517.40

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		R	R		R	R
(F)	Asst Supervisor, other than a Machinist promoted to Asst. Supervisor; Despatch/Factory Clerk and Storeman:					
	(i) Qualified:	1 780.30	1 424.20	116.50	1 896.80	1 517.40
	(ii) Learners:					
	first six months of experience	1 037.50	927.60	67.90	1 105.40	1 016.80
	second six months of experience	1 222.70	978.20	80.00	1 302.70	1 042.20
	third six months of experience	1 408.90	1 127.10	92.20	1 501.10	1 200.90
	next four months of experience	1 596.90	1 277.50	104.50	1 701.40	1 361.10
	Thereafter, the wage specified in (F)(i) i.e.	1 780.30	1 424.20	116.50	1 896.80	1 517.40
(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:	1 242.60	994.10	81.30	1 323.90	1 059.10
	(ii) Learners:					
	first six months of experience	1 037.50	927.60	67.90	1 105.40	1 016.80
	second six months of experience	1 087.50	927.60	71.10	1 158.60	1 016.80
	third six months of experience	1 139.20	927.60	74.50	1 213.70	1 016.80
	next four months of experience	1 189.80	951.80	77.80	1 267.60	1 016.80
	Thereafter, the wage specified in (G)(i) i.e.	1 242.60	994.10	81.30	1 323.90	1 059.10
(H1)	Foreman:	3 931.00	3 144.80	257.20	4 188.20	3 350.60
(H2)	Supervisor, Assistant Foreman, Head Cutter:	2 143.90	1 715.10	140.30	2 284.20	1 827.40
(H3)	Artisan:	4 487.30	3 589.80	293.60	4 780.90	3 824.70
(H4)	Labourer, Scooter Driver and/or Boiler Attendant:	1 381.00	1 104.80	90.30	1 471.30	1 177.00
(H5)	Watchman:	1 595.70	1 276.60	104.40	1 700.10	1 360.10
(H6)	Driver (Light Motor Vehicle):	1 572.60	1 258.10	102.90	1 675.50	1 340.40
(H7)	Driver (Medium Motor Vehicle):	1 681.60	1 345.30	110.00	1 791.60	1 433.30
	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.						