

**NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY
NORTHERN REGION (KNITTING) 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 |
| (i) | Foreman: | 2 975.10 | 2 380.10 | 194.60 | 3 169.70 | 2 535.80 |
| (ii) | Dyer: (See (iv) below) | | | | | |
| (iii) | Storeman: | | | | | |
| | (i) Qualified: | 2 863.70 | 2 291.00 | 187.30 | 3 051.00 | 2 440.80 |
| | (ii) Learners: | | | | | |
| | first six months of experience | 1 033.80 | 985.60 | 67.60 | 1 101.40 | 1 080.35 |
| | second six months of experience | 1 491.40 | 1 193.10 | 97.60 | 1 589.00 | 1 271.20 |
| | third six months of experience | 1 948.80 | 1 559.00 | 127.50 | 2 076.30 | 1 661.00 |
| | next four months of experience | 2 406.30 | 1 925.00 | 157.40 | 2 563.70 | 2 051.00 |
| | Thereafter, the wage specified in (iii)(i) | 2 863.70 | 2 291.00 | 187.30 | 3 051.00 | 2 440.80 |
| (iv) | Mechanic/Dyer: | | | | | |
| | (i) Qualified: | 2 975.10 | 2 380.10 | 194.60 | 3 169.70 | 2 535.80 |
| | (ii) Learners: | | | | | |
| | first six months of experience | 1 033.80 | 985.60 | 67.60 | 1 101.40 | 1 080.35 |
| | second six months of experience | 1 228.00 | 985.60 | 80.30 | 1 308.30 | 1 080.35 |
| | third six months of experience | 1 422.00 | 1 137.60 | 93.00 | 1 515.00 | 1 212.00 |
| | fourth six months of experience | 1 616.40 | 1 293.10 | 105.70 | 1 722.10 | 1 377.70 |
| | fifth six months of experience | 1 810.30 | 1 448.20 | 118.40 | 1 928.70 | 1 543.00 |
| | sixth six months of experience | 2 004.30 | 1 603.40 | 131.10 | 2 135.40 | 1 708.30 |
| | seventh six months of experience | 2 198.50 | 1 758.80 | 143.80 | 2 342.30 | 1 873.80 |
| | eighth six months of experience | 2 392.70 | 1 914.20 | 156.50 | 2 549.20 | 2 039.40 |
| | ninth six months of experience | 2 586.40 | 2 069.10 | 169.20 | 2 755.60 | 2 204.50 |
| | next four months of experience | 2 781.60 | 2 225.30 | 182.00 | 2 963.60 | 2 370.90 |
| | Thereafter, the wage specified in | 2 975.10 | 2 380.10 | 194.60 | 3 169.70 | 2 535.80 |
| (v) | Mechanic's Assistant: | | | | | |
| | (i) Qualified: | 1 948.30 | 1 558.60 | 127.50 | 2 075.80 | 1 660.60 |
| | (ii) Learners: | | | | | |
| | first six months of experience | 1 033.80 | 985.60 | 67.60 | 1 101.40 | 1 080.35 |
| | second six months of experience | 1 124.40 | 985.60 | 73.60 | 1 198.00 | 1 080.35 |
| | third six months of experience | 1 195.40 | 985.60 | 78.20 | 1 273.60 | 1 080.35 |
| | fourth six months of experience | 1 307.90 | 1 046.30 | 85.60 | 1 393.50 | 1 114.80 |
| | fifth six months of experience | 1 399.80 | 1 119.80 | 91.60 | 1 491.40 | 1 193.10 |
| | sixth six months of experience | 1 491.50 | 1 193.20 | 97.60 | 1 589.10 | 1 271.30 |
| | seventh six months of experience | 1 582.40 | 1 265.90 | 103.50 | 1 685.90 | 1 348.70 |
| | eighth six months of experience | 1 674.70 | 1 339.80 | 109.60 | 1 784.30 | 1 427.40 |
| | ninth six months of experience | 1 765.40 | 1 412.30 | 115.50 | 1 880.90 | 1 504.70 |
| | next four months of experience | 1 857.40 | 1 485.90 | 121.50 | 1 978.90 | 1 583.10 |
| | Thereafter, the wage specified in (v)(i) | 1 948.30 | 1 558.60 | 127.50 | 2 075.80 | 1 660.60 |
| (vi) | Supervisor: | 2 060.00 | 1 648.00 | 134.80 | 2 194.80 | 1 755.80 |
| (vii) | Final Examiner of fully-fashioned garments: | 1 912.50 | 1 530.00 | 125.10 | 2 037.60 | 1 630.10 |

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| 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 |
| (viii) | Factory Clerk, Despatch Clerk, Stores Clerk: | | | | | |
| | (i) Qualified | 1 872.70 | 1 498.20 | 122.50 | 1 995.20 | 1 596.20 |
| | (ii) Learners: | | | | | |
| | first six months of experience | 1 033.80 | 985.60 | 67.60 | 1 101.40 | 1 080.35 |
| | second six months of experience | 1 243.30 | 994.60 | 81.30 | 1 324.60 | 1 080.35 |
| | third six months of experience | 1 453.20 | 1 162.60 | 95.10 | 1 548.30 | 1 238.60 |
| | next four months of experience | 1 663.30 | 1 330.60 | 108.80 | 1 772.10 | 1 417.70 |
| | Thereafter, the wage specified in | 1 872.70 | 1 498.20 | 122.50 | 1 995.20 | 1 596.20 |
| (ix) | Knitting Machine Operator, Warp Knitting Machine Operator, Dyer's Assistant, Colouring Mass-Measurer and/or Cutter or Shaper of fully-fashioned garments, Handyman and | | | | | |
| | (i) Qualified: | 1 872.70 | 1 498.20 | 122.50 | 1 995.20 | 1 596.20 |
| | (ii) Learners: | | | | | |
| | first six months of experience | 1 033.80 | 985.60 | 67.60 | 1 101.40 | 1 080.35 |
| | second six months of experience | 1 173.50 | 985.60 | 76.80 | 1 250.30 | 1 080.35 |
| | third six months of experience | 1 313.00 | 1 050.40 | 85.90 | 1 398.90 | 1 119.10 |
| | fourth six months of experience | 1 453.20 | 1 162.60 | 95.10 | 1 548.30 | 1 238.60 |
| | fifth six months of experience | 1 592.80 | 1 274.20 | 104.20 | 1 697.00 | 1 357.60 |
| | next four months of experience | 1 733.20 | 1 386.60 | 113.40 | 1 846.60 | 1 477.30 |
| | Thereafter, the wage specified in | 1 872.70 | 1 498.20 | 122.50 | 1 995.20 | 1 596.20 |
| (x) (a) | Loader of magazine or comb, Linker, Overlocker other than an overlocker of seconds in socks, Mender and Plain Sewer: | | | | | |
| | (i) Qualified: | 1 634.20 | 1 307.40 | 106.90 | 1 741.10 | 1 392.90 |
| | (ii) Learners: | | | | | |
| | first six months of experience | 1 033.80 | 985.60 | 67.60 | 1 101.40 | 1 080.35 |
| | second six months of experience | 1 183.50 | 985.60 | 77.40 | 1 260.90 | 1 080.35 |
| | third six months of experience | 1 333.40 | 1 066.70 | 87.20 | 1 420.60 | 1 136.50 |
| | next four months of experience | 1 484.10 | 1 187.30 | 97.10 | 1 581.20 | 1 265.00 |
| | Thereafter, the wage specified in (x)(i) | 1 634.20 | 1 307.40 | 106.90 | 1 741.10 | 1 392.90 |
| (x) (b) | Sewing Machinist including a button, buttonhole and hemming machinist: | | | | | |
| | (i) Qualified: | 1 634.20 | 1 307.40 | 106.90 | 1 741.10 | 1 392.90 |
| | (ii) Learners: | | | | | |
| | first six months of experience | 1 033.80 | 985.60 | 67.60 | 1 101.40 | 1 080.35 |
| | second six months of experience | 1 183.50 | 985.60 | 77.40 | 1 260.90 | 1 080.35 |
| | third six months of experience | 1 333.40 | 1 066.70 | 87.20 | 1 420.60 | 1 136.50 |
| | Thereafter, the wage specified in (x)(i) | 1 634.20 | 1 307.40 | 106.90 | 1 741.10 | 1 392.90 |

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|-------------|---|---|---|--|---|---|
| | | 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 | 1 562.30 | 1 249.80 | 102.20 | 1 664.50 | 1 331.60 |
| | (b) exceeds 453,5 kg but not 2 721 kg | 1 844.50 | 1 475.60 | 120.70 | 1 965.20 | 1 572.20 |
| | (c) exceeds 2 721 kg but not 4 535 kg | 1 964.20 | 1 571.40 | 128.50 | 2 092.70 | 1 674.20 |
| | (d) exceeds 4 535 kg | 2 131.50 | 1 705.20 | 139.40 | 2 270.90 | 1 816.70 |
| (xii) | Security Officer: | 2 386.40 | 1 909.10 | 156.10 | 2 542.50 | 2 034.00 |
| (xiii) | Watchman: | 1 841.30 | 1 473.00 | 120.50 | 1 961.80 | 1 569.40 |
| (xiv) | Employee not elsewhere specified: | | | | | |
| | (i) Qualified: | 1 917.00 | 1 533.60 | 125.40 | 2 042.40 | 1 633.90 |
| | (ii) Learners: | | | | | |
| | first six months of experience | 1 033.80 | 985.60 | 67.60 | 1 101.40 | 1 080.35 |
| | second six months of experience | 1 254.00 | 1 003.20 | 82.00 | 1 336.00 | 1 080.35 |
| | third six months of experience | 1 475.40 | 1 180.30 | 96.50 | 1 571.90 | 1 257.50 |
| | next four months of experience | 1 696.10 | 1 356.90 | 111.00 | 1 807.10 | 1 445.70 |
| | Thereafter, the wage specified in | 1 917.00 | 1 533.60 | 125.40 | 2 042.40 | 1 633.90 |
| (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: | 1 560.40 | 1 248.30 | 102.10 | 1 662.50 | 1 330.00 |
| (xvi) | General Worker/Traveller's Assistant, Cloakroom Supervisor and/or Attendant, Teamaker employed after 30-06-1987: | 1 343.20 | 1 074.60 | 87.90 | 1 431.10 | 1 144.90 |
| (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: | 1 343.20 | 1 074.60 | 87.90 | 1 431.10 | 1 144.90 |
| | (ii) Learners: | | | | | |
| | first six months of experience | 1 033.80 | 985.60 | 67.60 | 1 101.40 | 1 080.35 |
| | second six months of experience | 1 136.40 | 985.60 | 74.30 | 1 210.70 | 1 080.35 |
| | third six months of experience | 1 240.60 | 992.50 | 81.20 | 1 321.80 | 1 080.35 |
| | Thereafter, the wage specified in (xvii) | 1 343.20 | 1 074.60 | 87.90 | 1 431.10 | 1 144.90 |

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.