

**NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY
NORTHERN REGION (KNITTING) NEW WAGE RATES NEGOTIATED BY THE PARTIES
FOR THE PERIOD 01 SEPTEMBER 2022 TO 31 AUGUST 2023**

WAGES		GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)				
DESCRIPTION		Wage per week from 01 September 2021 to 31 August 2022	New Ees on Incentivised Scheme Effective 1 September 2021 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Across the Board Increase 7%	Wage per week from 01 Sept 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)
		R	R	R	R	R
(i)	Foreman:	2 793.60	2 234.90	195.60	2 989.20	2 391.40
(ii)	Dyer: (See (iv) below)					
(iii)	Storeman:					
	(i) Qualified:	2 689.00	2 151.20	188.20	2 877.20	2 301.80
	(ii) Learners:					
	first six months of experience	970.80	921.85	68.00	1 038.80	985.60
	second six months of experience	1 400.20	1 120.20	98.00	1 498.20	1 198.60
	third six months of experience	1 829.90	1 463.90	128.10	1 958.00	1 566.40
	next four months of experience	2 259.50	1 807.60	158.20	2 417.70	1 934.20
	Thereafter, the wage specified in (iii)(i) i.e.	2 689.00	2 151.20	188.20	2 877.20	2 301.80
(iv)	Mechanic/Dyer:					
	(i) Qualified:	2 793.60	2 234.90	195.60	2 989.20	2 391.40
	(ii) Learners:					
	first six months of experience	970.80	921.85	68.00	1 038.80	985.60
	second six months of experience	1 152.90	922.30	80.70	1 233.60	986.90
	third six months of experience	1 335.20	1 068.20	93.50	1 428.70	1 143.00
	fourth six months of experience	1 517.60	1 214.10	106.20	1 623.80	1 299.00
	fifth six months of experience	1 699.90	1 359.90	119.00	1 818.90	1 455.10
	sixth six months of experience	1 882.00	1 505.60	131.70	2 013.70	1 611.00
	seventh six months of experience	2 064.40	1 651.50	144.50	2 208.90	1 767.10
	eighth six months of experience	2 246.70	1 797.40	157.30	2 404.00	1 923.20
	ninth six months of experience	2 428.40	1 942.70	170.00	2 598.40	2 078.70
	next four months of experience	2 611.70	2 089.40	182.80	2 794.50	2 235.60
	Thereafter, the wage specified in (iv)(i) i.e.	2 793.60	2 234.90	195.60	2 989.20	2 391.40
(v)	Mechanic's Assistant:					
	(i) Qualified:	1 829.10	1 463.30	128.00	1 957.10	1 565.70
	(ii) Learners:					
	first six months of experience	970.80	921.85	68.00	1 038.80	985.60
	second six months of experience	1 055.40	921.85	73.90	1 129.30	985.60
	third six months of experience	1 142.70	921.85	80.00	1 222.70	985.60
	fourth six months of experience	1 227.70	982.20	85.90	1 313.60	1 050.90
	fifth six months of experience	1 314.20	1 051.40	92.00	1 406.20	1 125.00
	sixth six months of experience	1 400.40	1 120.30	98.00	1 498.40	1 198.70
	seventh six months of experience	1 486.00	1 188.80	104.00	1 590.00	1 272.00
	eighth six months of experience	1 571.80	1 257.40	110.00	1 681.80	1 345.40
	ninth six months of experience	1 657.40	1 325.90	116.00	1 773.40	1 418.70
	next four months of experience	1 743.60	1 394.90	122.10	1 865.70	1 492.60
	Thereafter, the wage specified in (v)(i) i.e.	1 829.10	1 463.30	128.00	1 957.10	1 565.70
(vi)	Supervisor:	1 934.20	1 547.40	135.40	2 069.60	1 655.70
(vii)	Final Examiner of fully-fashioned garments:	1 796.00	1 436.80	125.70	1 921.70	1 537.40
(viii)	Factory Clerk, Despatch Clerk, Stores Clerk:					
	(i) Qualified	1 758.60	1 406.90	123.10	1 881.70	1 505.40
	(ii) Learners:					
	first six months of experience	970.80	921.85	68.00	1 038.80	985.60
	second six months of experience	1 167.60	934.10	81.70	1 249.30	999.40
	third six months of experience	1 364.30	1 091.40	95.50	1 459.80	1 167.80
	next four months of experience	1 562.00	1 249.60	109.30	1 671.30	1 337.00
	Thereafter, the wage specified in (viii)(i) i.e.	1 758.60	1 406.90	123.10	1 881.70	1 505.40

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		R	R	R	R	R
(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 Warper:					
	(i) Qualified:	1 758.60	1 406.90	123.10	1 881.70	1 505.40
	(ii) Learners:					
	first six months of experience	970.80	921.85	68.00	1 038.80	985.60
	second six months of experience	1 101.30	921.85	77.10	1 178.40	985.60
	third six months of experience	1 232.60	986.10	86.30	1 318.90	1 055.10
	fourth six months of experience	1 364.30	1 091.40	95.50	1 459.80	1 167.80
	fifth six months of experience	1 495.90	1 196.70	104.70	1 600.60	1 280.50
	next four months of experience	1 627.00	1 301.60	113.90	1 740.90	1 392.70
	Thereafter, the wage specified in (ix)(i) i.e.	1 758.60	1 406.90	123.10	1 881.70	1 505.40
(x) (a)	Loader of magazine or comb, Linker, Overlocker other than an overlocker of seconds in socks, Mender and Plain Sewer:					
	(i) Qualified:	1 534.20	1 227.40	107.40	1 641.60	1 313.30
	(ii) Learners:					
	first six months of experience	970.80	921.85	68.00	1 038.80	985.60
	second six months of experience	1 111.30	921.85	77.80	1 189.10	985.60
	third six months of experience	1 252.20	1 001.80	87.70	1 339.90	1 071.90
	next four months of experience	1 393.50	1 114.80	97.50	1 491.00	1 192.80
	Thereafter, the wage specified in (x)(i) i.e.	1 534.20	1 227.40	107.40	1 641.60	1 313.30
(x) (b)	Sewing Machinist including a button, buttonhole and hemming machinist:					
	(i) Qualified:	1 534.20	1 227.40	107.40	1 641.60	1 313.30
	(ii) Learners:					
	first six months of experience	970.80	921.85	68.00	1 038.80	985.60
	second six months of experience	1 111.30	921.85	77.80	1 189.10	985.60
	third six months of experience	1 252.20	1 001.80	87.70	1 339.90	1 071.90
	Thereafter, the wage specified in (x)(i) i.e.	1 534.20	1 227.40	107.40	1 641.60	1 313.30

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		R	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	1 466.70	1 173.40	102.70	1 569.40	1 255.50
	(b) exceeds 453,5 kg but not 2 721 kg	1 731.60	1 385.30	121.20	1 852.80	1 482.20
	(c) exceeds 2 721 kg but not 4 535 kg	1 844.30	1 475.40	129.10	1 973.40	1 578.70
	(d) exceeds 4 535 kg	2 001.60	1 601.30	140.10	2 141.70	1 713.40
(xii)	Security Officer:	2 240.30	1 792.20	156.80	2 397.10	1 917.70
(xiii)	Watchman:	1 728.80	1 383.00	121.00	1 849.80	1 479.80
(xiv)	Employee not elsewhere specified:					
	(i) Qualified:	1 799.80	1 439.80	126.00	1 925.80	1 540.60
	(ii) Learners:					
	first six months of experience	970.80	921.85	68.00	1 038.80	985.60
	second six months of experience	1 177.70	942.20	82.40	1 260.10	1 008.10
	third six months of experience	1 385.40	1 108.30	97.00	1 482.40	1 185.90
	next four months of experience	1 592.40	1 273.90	111.50	1 703.90	1 363.10
	Thereafter, the wage specified in (xiv)(i) i.e.	1 799.80	1 439.80	126.00	1 925.80	1 540.60
(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:	1 465.10	1 172.10	102.60	1 567.70	1 254.20
(xvi)	General Worker/Traveller's Assistant, Cloakroom Supervisor and/or Attendant, Teamaker employed after 30-06-1987:	1 261.10	1 008.90	88.30	1 349.40	1 079.50
(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:	1 261.10	1 008.90	88.30	1 349.40	1 079.50
	(ii) Learners:					
	first six months of experience	970.80	921.85	68.00	1 038.80	985.60
	second six months of experience	1 067.10	921.85	74.70	1 141.80	985.60
	third six months of experience	1 164.60	931.70	81.50	1 246.10	996.90
	Thereafter, the wage specified in (xvii) (i) i.e.	1 261.10	1 008.90	88.30	1 349.40	1 079.50
NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with effect from 1 September 2022, Increase the Weekly Wage for those employees by the agreed Wage Increase based on 7%, Across-the-Board.						