

**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 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	R
(i)	<b>Foreman:</b>	2 989.20	2 391.40	195.60	3 184.80	2 547.80
(ii)	<b>Dyer: (See (iv) below)</b>					
(iii)	<b>Storeman:</b>					
	(i) Qualified:	2 877.20	2 301.80	188.20	3 065.40	2 452.30
	(ii) Learners:					
	first six months of experience	1 038.80	985.60	68.00	1 106.80	1 080.40
	second six months of experience	1 498.20	1 198.60	98.00	1 596.20	1 277.00
	third six months of experience	1 958.00	1 566.40	128.10	2 086.10	1 668.90
	next four months of experience	2 417.70	1 934.20	158.20	2 575.90	2 060.70
	Thereafter, the wage specified in (iii)(i) i.e.	2 877.20	2 301.80	188.20	3 065.40	2 452.30
(iv)	<b>Mechanic/Dyer:</b>					
	(i) Qualified:	2 989.20	2 391.40	195.60	3 184.80	2 547.80
	(ii) Learners:					
	first six months of experience	1 038.80	985.60	68.00	1 106.80	1 080.35
	second six months of experience	1 233.60	986.90	80.70	1 314.30	1 080.35
	third six months of experience	1 428.70	1 143.00	93.50	1 522.20	1 217.80
	fourth six months of experience	1 623.80	1 299.00	106.20	1 730.00	1 384.00
	fifth six months of experience	1 818.90	1 455.10	119.00	1 937.90	1 550.30
	sixth six months of experience	2 013.70	1 611.00	131.70	2 145.40	1 716.30
	seventh six months of experience	2 208.90	1 767.10	144.50	2 353.40	1 882.70
	eighth six months of experience	2 404.00	1 923.20	157.30	2 561.30	2 049.00
	ninth six months of experience	2 598.40	2 078.70	170.00	2 768.40	2 214.70
	next four months of experience	2 794.50	2 235.60	182.80	2 977.30	2 381.80
	Thereafter, the wage specified in (iv)(i) i.e.	2 989.20	2 391.40	195.60	3 184.80	2 547.80
(v)	<b>Mechanic's Assistant:</b>					
	(i) Qualified:	1 957.10	1 565.70	128.00	2 085.10	1 668.10
	(ii) Learners:					
	first six months of experience	1 038.80	985.60	68.00	1 106.80	1 080.35
	second six months of experience	1 129.30	985.60	73.90	1 203.20	1 080.35
	third six months of experience	1 222.70	985.60	80.00	1 302.70	1 080.35
	fourth six months of experience	1 313.60	1 050.90	85.90	1 399.50	1 119.60
	fifth six months of experience	1 406.20	1 125.00	92.00	1 498.20	1 198.60
	sixth six months of experience	1 498.40	1 198.70	98.00	1 596.40	1 277.10
	seventh six months of experience	1 590.00	1 272.00	104.00	1 694.00	1 355.20
	eighth six months of experience	1 681.80	1 345.40	110.00	1 791.80	1 433.40
	ninth six months of experience	1 773.40	1 418.70	116.00	1 889.40	1 511.50
	next four months of experience	1 865.70	1 492.60	122.10	1 987.80	1 590.20
	Thereafter, the wage specified in (v)(i) i.e.	1 957.10	1 565.70	128.00	2 085.10	1 668.10
(vi)	<b>Supervisor:</b>	2 069.60	1 655.70	135.40	2 205.00	1 764.00
(vii)	<b>Final Examiner of fully-fashioned garments:</b>	1 921.70	1 537.40	125.70	2 047.40	1 637.90
(viii)	<b>Factory Clerk, Despatch Clerk, Stores Clerk:</b>					
	(i) Qualified	1 881.70	1 505.40	123.10	2 004.80	1 603.80
	(ii) Learners:					
	first six months of experience	1 038.80	985.60	68.00	1 106.80	1 080.35
	second six months of experience	1 249.30	999.40	81.70	1 331.00	1 080.35
	third six months of experience	1 459.80	1 167.80	95.50	1 555.30	1 244.20
	next four months of experience	1 671.30	1 337.00	109.30	1 780.60	1 424.50
	Thereafter, the wage specified in (viii)(i) i.e.	1 881.70	1 505.40	123.10	2 004.80	1 603.80

**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**

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
(ix)	<b>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:</b>					
	(i) Qualified:	1 881.70	1 505.40	123.10	2 004.80	1 603.80
	(ii) Learners:					
	first six months of experience	1 038.80	985.60	68.00	1 106.80	1 080.35
	second six months of experience	1 178.40	985.60	77.10	1 255.50	1 080.35
	third six months of experience	1 318.90	1 055.10	86.30	1 405.20	1 124.20
	fourth six months of experience	1 459.80	1 167.80	95.50	1 555.30	1 244.20
	fifth six months of experience	1 600.60	1 280.50	104.70	1 705.30	1 364.20
	next four months of experience	1 740.90	1 392.70	113.90	1 854.80	1 483.80
	Thereafter, the wage specified in (ix)(i) i.e.	1 881.70	1 505.40	123.10	2 004.80	1 603.80
(x) (a)	<b>Loader of magazine or comb, Linker, Overlocker other than an overlocker of seconds in socks, Mender and Plain Sewer:</b>					
	(i) Qualified:	1 641.60	1 313.30	107.40	1 749.00	1 399.20
	(ii) Learners:					
	first six months of experience	1 038.80	985.60	68.00	1 106.80	1 080.35
	second six months of experience	1 189.10	985.60	77.80	1 266.90	1 080.35
	third six months of experience	1 339.90	1 071.90	87.70	1 427.60	1 142.10
	next four months of experience	1 491.00	1 192.80	97.50	1 588.50	1 270.80
	Thereafter, the wage specified in (x)(i) i.e.	1 641.60	1 313.30	107.40	1 749.00	1 399.20
(x) (b)	<b>Sewing Machinist including a button, buttonhole and hemming machinist:</b>					
	(i) Qualified:	1 641.60	1 313.30	107.40	1 749.00	1 399.20
	(ii) Learners:					
	first six months of experience	1 038.80	985.60	68.00	1 106.80	1 080.35
	second six months of experience	1 189.10	985.60	77.80	1 266.90	1 080.35
	third six months of experience	1 339.90	1 071.90	87.70	1 427.60	1 142.10
	Thereafter, the wage specified in (x)(i) i.e.	1 641.60	1 313.30	107.40	1 749.00	1 399.20

**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**

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
(xi)	<b>Driver of a Motor Vehicle, the unladen mass of which, together with the unladen mass of any trailer or trailers drawn by such vehicle—:</b>					
	(a) does not exceed 453,5 kg	1 569.40	1 255.50	102.70	1 672.10	1 337.70
	(b) exceeds 453,5 kg but not 2 721 kg	1 852.80	1 482.20	121.20	1 974.00	1 579.20
	(c) exceeds 2 721 kg but not 4 535 kg	1 973.40	1 578.70	129.10	2 102.50	1 682.00
	(d) exceeds 4 535 kg	2 141.70	1 713.40	140.10	2 281.80	1 825.40
(xii)	<b>Security Officer:</b>	2 397.10	1 917.70	156.80	2 553.90	2 043.10
(xiii)	<b>Watchman:</b>	1 849.80	1 479.80	121.00	1 970.80	1 576.60
(xiv)	<b>Employee not elsewhere specified:</b>					
	(i) Qualified:	1 925.80	1 540.60	126.00	2 051.80	1 641.40
	(ii) Learners:					
	first six months of experience	1 038.80	985.60	68.00	1 106.80	1 080.35
	second six months of experience	1 260.10	1 008.10	82.40	1 342.50	1 080.35
	third six months of experience	1 482.40	1 185.90	97.00	1 579.40	1 263.50
	next four months of experience	1 703.90	1 363.10	111.50	1 815.40	1 452.30
	Thereafter, the wage specified in (xiv)(i) i.e.	1 925.80	1 540.60	126.00	2 051.80	1 641.40
(xv)	<b>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:</b>	1 567.70	1 254.20	102.60	1 670.30	1 336.20
(xvi)	<b>General Worker/Traveller's Assistant, Cloakroom Supervisor and/or Attendant, Teamaker employed after 30-06-1987:</b>	1 349.40	1 079.50	88.30	1 437.70	1 150.20
(xvii)	<b>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:</b>					
	(i) Qualified:	1 349.40	1 079.50	88.30	1 437.70	1 150.20
	(ii) Learners:					
	first six months of experience	1 038.80	985.60	68.00	1 106.80	1 080.35
	second six months of experience	1 141.80	985.60	74.70	1 216.50	1 080.35
	third six months of experience	1 246.10	996.90	81.50	1 327.60	1 080.35
	Thereafter, the wage specified in (xvii) (i) i.e.	1 349.40	1 079.50	88.30	1 437.70	1 150.20
<b>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.</b>						