

**NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY NORTHERN REGION (MILLINERY) 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 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	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 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	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)	Supervisor:	2 407.10	1 925.70	157.50	2 564.60	2 051.70
(b)	Milliner (Upgrade to Trimmer):					
	(i) Qualified	1 909.10	1 527.30	124.90	2 034.00	1 627.20
	(ii) Learners:					
	first six months of experience	1 352.70	1 082.20	88.50	1 441.20	1 153.00
	second six months of experience	1 479.10	1 183.30	96.80	1 575.90	1 260.70
	third six months of experience	1 624.00	1 299.20	106.20	1 730.20	1 384.20
	next four months of experience	1 800.80	1 440.60	117.80	1 918.60	1 534.90
	Thereafter, the wage specified in (b)(i)	1 909.10	1 527.30	124.90	2 034.00	1 627.20
(c)	(1) Blocker-Front (Upgrade from Assistant Blocker):					
	(i) Qualified:	1 606.40	1 285.10	105.10	1 711.50	1 369.20
	(ii) Learners:					
	first six months of experience	1 331.50	1 065.20	87.10	1 418.60	1 134.90
	second six months of experience	1 374.60	1 099.70	89.90	1 464.50	1 171.60
	third six months of experience	1 461.50	1 169.20	95.60	1 557.10	1 245.70
	next four months of experience	1 529.40	1 223.50	100.10	1 629.50	1 303.60
	Thereafter, the wage specified in	1 606.40	1 285.10	105.10	1 711.50	1 369.20
	(2) Driver:	1 606.40	1 285.10	105.10	1 711.50	1 369.20
	Machine Operator & Chopper-Out:					
	(i) Qualified:	1 486.80	1 189.40	97.30	1 584.10	1 267.30
	(ii) Learners:					
	first six months of experience	951.60	950.80	62.30	1 042.22	1 042.22
	second six months of experience	1 071.10	950.80	70.10	1 141.20	1 042.22
	third six months of experience	1 146.90	950.80	75.00	1 221.90	1 042.22
	next four months of experience	1 324.10	1 059.30	86.60	1 410.70	1 128.60
	Thereafter, the wage specified in (d)(i)	1 486.80	1 189.40	97.30	1 584.10	1 267.30
(e)	Trimmer/General Worker/Labourer/Assistant Blocker:					
	(i) Qualified:	1 267.20	1 013.80	82.90	1 350.10	1 080.10
	(ii) Learners:					
	first six months of experience	951.60	950.80	62.30	1 042.22	1 042.22
	second six months of experience	1 027.50	950.80	67.20	1 094.70	1 042.22
	third six months of experience	1 103.20	950.80	72.20	1 175.40	1 042.22
	next four months of experience	1 187.20	950.80	77.70	1 264.90	1 042.22
	Thereafter, the wage specified in (e)(i)	1 267.20	1 013.80	82.90	1 350.10	1 080.10
(f)	Boiler Attendant & Watchman:	1 386.00	1 108.80	90.70	1 476.70	1 181.40

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.