

**NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY MAIN COLLECTIVE AGREEMENT FOR
THE NON-METRO AREAS
NEW WAGE RATES NEGOTIATED BY THE PARTIES FOR THE PERIOD
01 SEPTEMBER 2025 - 31 AUGUST 2026**

Category / Occupation	In the Magisterial Districts of Camperdown, uMzinto, Paarl, Stellenbosch and Uitenhage (Non-Metro A)			All Other Areas(Non-Metro B)		
	Increase Rand Value 2024-2025 Equivalent to 6.1%	Wage per week from 01 Sept 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Increase Rand Value 2024- 2025 Equivalent to 6.1%	Wage per week from 01 Sept 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
Category A						
0 - 6 months	77.50	1 347.00	1 295.55	75.00	1 316.00	1 295.55
Thereafter	83.00	1 442.00	1 295.55	78.00	1 359.00	1 295.55
Category B						
0 - 6 months	77.50	1 345.50	1 295.55	76.00	1 319.50	1 295.55
7 - 12 months	81.00	1 408.50	1 295.55	78.00	1 358.00	1 295.55
13 - 18 months	85.00	1 474.50	1 295.55	80.50	1 396.50	1 295.55
Thereafter	90.00	1 562.00	1 295.55	83.00	1 443.50	1 295.55
Category C						
0 - 6 months	80.00	1 390.50	1 295.55	76.00	1 325.00	1 295.55
7 - 12 months	88.00	1 529.50	1 295.55	81.00	1 407.00	1 295.55
13 - 18 months	96.00	1 671.50	1 337.00	85.50	1 489.00	1 295.55
19 - 22 months	104.00	1 806.00	1 445.00	91.00	1 579.00	1 295.55
Thereafter	112.00	1 944.50	1 555.50	96.00	1 667.00	1 333.50
Category D						
0 - 6 months	80.00	1 390.50	1 295.55	76.00	1 325.00	1 295.55
7 - 12 months	86.00	1 493.00	1 295.55	80.00	1 387.50	1 295.55
13 - 18 months	94.00	1 631.50	1 305.00	83.50	1 448.00	1 295.55
19 - 22 months	97.50	1 698.00	1 358.50	86.50	1 507.00	1 295.55
Thereafter	110.00	1 913.50	1 531.00	94.50	1 646.50	1 317.00
Category E						
0 - 6 months	84.00	1 460.50	1 295.55	78.50	1 367.50	1 295.55
7 - 12 months	93.50	1 622.50	1 298.00	84.00	1 463.50	1 295.55
13 - 18 months	104.00	1 809.50	1 447.50	91.00	1 580.00	1 295.55
19 - 22 months	114.50	1 993.00	1 594.50	98.00	1 700.00	1 360.00
Thereafter	126.00	2 191.50	1 753.00	105.00	1 825.00	1 460.00

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Band Knife Cutter						
0 - 6 months	77.00	1 336.50	1 295.55	74.50	1 315.50	1 295.55
7 - 12 months	83.00	1 442.00	1 295.55	78.00	1 355.00	1 295.55
13 - 18 months	88.50	1 540.00	1 295.55	81.50	1 416.00	1 295.55
19 - 22 months	95.00	1 650.50	1 320.50	85.00	1 479.50	1 295.55
Thereafter	104.50	1 816.50	1 453.00	91.00	1 585.50	1 295.55
Clerical						
0 - 6 months	79.00	1 371.00	1 295.55	75.50	1 316.50	1 295.55
7 - 12 months	86.50	1 501.50	1 295.55	80.00	1 391.00	1 295.55
13 - 18 months	92.50	1 607.50	1 295.55	83.50	1 453.00	1 295.55
Thereafter	106.00	1 846.00	1 477.00	92.00	1 601.00	1 295.55
Assistant Head Cutter	122.50	2 127.00	1 701.50	102.50	1 785.00	1 428.00
Head Cutter	148.00	2 569.50	2 055.50	119.00	2 070.50	1 656.50
Foreperson	132.50	2 303.00	1 842.50	112.00	1 949.50	1 559.50
Watchperson	92.00	1 600.50	1 295.55	83.50	1 450.00	1 295.55
Driver 1 (454kg)	88.00	1 526.00	1 295.55	81.00	1 406.00	1 295.55
Driver 2 (454 - 2722kg)	94.00	1 632.50	1 306.00	84.50	1 469.50	1 295.55
Driver 3 (2722 -4540kg)	106.00	1 843.50	1 475.00	92.00	1 600.50	1 295.55
Driver 4 (4540kg)	124.00	2 152.50	1 722.00	103.50	1 802.00	1 441.50
NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with effect from 1 Sept 2025 Increase the Weekly Wage for those employees by the agreed Wage Increase based on 2024-2025 Rand Value equivalent to 6.1% in Non-Metro A and Non-Metro B.						
Where any of the Council's prescribed wage rates in the National Main Collective Agreement is less than the National Minimum Wage (NMW) it will be adjusted upwards to at least the NMW. The onus is on the employer to ensure that they are not in contravention of the NMW						