

**NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY
NORTHERN REGION (CLOTHING) NEW WAGE RATES NEGOTIATED BY THE PARTIES
FOR THE PERIOD 01 SEPTEMBER 2025 TO 31 AUGUST 2026**

WAGES		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)				
DESCRIPTION		Wage per week from 01 September 2024 to 31 Aug 2025	New Ees on Incentivised Scheme Effective 1 September 2024 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Across-the-Board Increase 2024/2025 and value equivalent to 6.1%	Wage per week from 01 September 2025 to 31 Aug 2026	New Ees on Incentivised Scheme Effective 1 September 2025 = 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)	Pattern Maker and/or Grader:					
	(i) Qualified:	3 254.30	2 603.44	198.60	3 452.90	2 762.32
	(ii) Learners:					
	first six months of experience	1 172.20	1 103.20	71.50	1 243.70	1 151.60
	second six months of experience	1 517.00	1 213.60	92.60	1 609.60	1 287.68
	third six months of experience	1 866.80	1 493.44	113.90	1 980.70	1 584.56
	fourth six months of experience	2 185.10	1 748.08	133.40	2 318.50	1 854.80
	fifth six months of experience	2 564.50	2 051.60	156.50	2 721.00	2 176.80
	next four months of experience	2 912.60	2 330.08	177.80	3 090.40	2 472.32
	Thereafter, the wage specified in (A)(i) i.e.	3 254.30	2 603.44	198.60	3 452.90	2 762.32
(B)	Marker-In:					
	(i) Qualified:	2 701.90	2 161.52	164.90	2 866.80	2 293.44
	(ii) Learners:					
	first six months of experience	1 172.20	1 103.20	71.50	1 243.70	1 151.60
	second six months of experience	1 424.70	1 139.76	87.00	1 511.70	1 209.36
	third six months of experience	1 680.90	1 344.72	102.60	1 783.50	1 426.80
	fourth six months of experience	1 935.90	1 548.72	118.20	2 054.10	1 643.28
	fifth six months of experience	2 191.60	1 753.28	133.80	2 325.40	1 860.32
	next four months of experience	2 447.60	1 958.08	149.40	2 597.00	2 077.60
	Thereafter, the wage specified in (B)(i) i.e.	2 701.90	2 161.52	164.90	2 866.80	2 293.44
(C)	Mechanic:					
	(i) Qualified:	2 635.10	2 108.08	160.80	2 795.90	2 236.72
	(ii) Learners:					
	first six months of experience	1 172.20	1 103.20	71.50	1 243.70	1 151.60
	second six months of experience	1 332.20	1 103.20	81.30	1 413.50	1 151.60
	third six months of experience	1 495.20	1 196.16	91.30	1 586.50	1 269.20
	fourth six months of experience	1 658.30	1 326.64	101.20	1 759.50	1 407.60
	fifth six months of experience	1 821.90	1 457.52	111.20	1 933.10	1 546.48
	sixth six months of experience	1 983.00	1 586.40	121.00	2 104.00	1 683.20
	seventh six months of experience	2 147.60	1 718.08	131.10	2 278.70	1 822.96
	eighth six months of experience	2 309.90	1 847.92	141.00	2 450.90	1 960.72
	next four months of experience	2 473.50	1 978.80	151.00	2 624.50	2 099.60
	Thereafter, the wage specified in (C)(i)	2 635.10	2 108.08	160.80	2 795.90	2 236.72

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		R	R	R	R	R
(D)	Chopper Out, Cutter and/or Re-Cutter, Negative Maker, Screen Maker (Engraver), Screen Printer, Sample Cutter:					
	(i) Qualified:	1 957.00	1 565.60	119.40	2 076.40	1 661.12
	(ii) Learners:					
	first six months of experience	1 172.20	1 103.20	71.50	1 243.70	1 151.60
	second six months of experience	1 366.60	1 103.20	83.40	1 450.00	1 160.00
	third six months of experience	1 564.40	1 251.52	95.50	1 659.90	1 327.92
	next four months of experience	1 763.40	1 410.72	107.60	1 871.00	1 496.80
	Thereafter, the wage specified in (D)(i) i.e.	1 957.00	1 565.60	119.40	2 076.40	1 661.12
*(E1)	Sample Machinist:	1 946.10	1 556.88	118.80	2 064.90	1 651.92
(E)(a)	Sewing Machinist, Operator of a Linking, Overlocking and/or Sewing Machine, Embroidery Machinist (other than embroidery machine minder)					
	(i) Qualified:	1 691.80	1 353.44	103.30	1 795.10	1 436.08
	(ii) Learners:					
	first six months of experience	1 172.20	1 103.20	71.50	1 243.70	1 151.60
	second six months of experience	1 300.30	1 103.20	79.40	1 379.70	1 151.60
	third six months of experience	1 428.50	1 142.80	87.20	1 515.70	1 212.56
	Thereafter, the wage specified in (E)(i) i.e.	1 691.80	1 353.44	103.30	1 795.10	1 436.08
(E)(b)	Finisher, Invisible Mender Embroiderer, Fagotter, Beader and/or Pleater by hand, Baster, Shaper, Fitter up; Checker, Presser of Garments, Assistant Screen Maker (Engraver), Assistant Screen Printer, Darkroom Assistant, Mixing and Filtering Operator, Oven and Curing Operator, Screen Controller, Screen Preparer, Squeegee Preparer and Despatch Packer:					
	(i) Qualified:	1 691.80	1 353.44	103.30	1 795.10	1 436.08
	(ii) Learners:					
	first six months of experience	1 172.20	1 103.20	71.50	1 243.70	1 151.60
	second six months of experience	1 300.30	1 103.20	79.40	1 379.70	1 151.60
	third six months of experience	1 428.50	1 142.80	87.20	1 515.70	1 212.56

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				R	R	R	R	R
			next four months of experience	1 564.70	1 251.76	95.50	1 660.20	1 328.16
			Thereafter, the wage specified in (E)(i) i.e.	1 691.80	1 353.44	103.30	1 795.10	1 436.08
(F1)	Machinist promoted to Assistant Supervisor:							
		(i) Qualified:		2 010.30	1 608.24	122.70	2 133.00	1 706.40
		(ii) Learners:						
			first six months of experience	1 691.80	1 353.44	103.30	1 795.10	1 436.08
			second six months of experience	1 801.90	1 441.52	110.00	1 911.90	1 529.52
			third six months of experience.	1 907.70	1 526.16	116.40	2 024.10	1 619.28
			Thereafter, the wage specified in (F1)(i)	2 010.30	1 608.24	122.70	2 133.00	1 706.40
(F)	Asst Supervisor, other than a Machinist promoted to Asst. Supervisor; Despatch/Factory Clerk and Storeman:							
		(i) Qualified:		2 010.30	1 608.24	122.70	2 133.00	1 706.40
		(ii) Learners:						
			first six months of experience	1 172.20	1 103.20	71.50	1 243.70	1 151.60
			second six months of experience	1 381.20	1 104.96	84.30	1 465.50	1 172.40
			third six months of experience	1 591.10	1 272.88	97.10	1 688.20	1 350.56
			next four months of experience	1 803.30	1 442.64	110.10	1 913.40	1 530.72
			Thereafter, the wage specified in (F)(i) i.e.	2 010.30	1 608.24	122.70	2 133.00	1 706.40
(G)	Other Pressers, not provided for elsewhere; Underpresser; Presser of shirts, ties, pyjamas and other nightwear, hats, caps, underwear, knitwear, aprons, overalls and blouses without lace, embroidery, tucks and handmade pleats; Machine belt-fixer; Maintenance Assistance; Layer-up; Plain Sewer; Operator of a button covering, zip tacking and/or pleating machine; an employee engaged on the Trubenizing of collars and/or Clicker and Shaper by template; General worker; Applique Cutter; Tracer and/or Marker and/or Framer; Pleater and Embroidery Machine Minder:							
		(i) Qualified:		1 403.60	1 122.88	85.70	1 489.30	1 191.44
		(ii) Learners:						
			first six months of experience	1 172.20	1 103.20	71.50	1 243.70	1 151.60

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				R	R	R	R	R
			second six months of experience	1 228.70	1 103.20	75.00	1 303.70	1 151.60
			third six months of experience	1 286.20	1 103.20	78.50	1 364.70	1 151.60
			next four months of experience	1 343.90	1 103.20	82.00	1 425.90	1 151.60
			Thereafter, the wage specified in (G)(i)	1 403.60	1 122.88	85.70	1 489.30	1 191.44
(H1)	Foreman:			4 439.80	3 551.84	271.00	4 710.80	3 768.64
(H2)	Supervisor, Assistant Foreman, Head Cutter:			2 421.50	1 937.20	147.80	2 569.30	2 055.44
(H3)	Artisan:			5 068.40	4 054.72	309.30	5 377.70	4 302.16
(H4)	Labourer, Scooter Driver and/or Boiler			1 559.60	1 247.68	95.20	1 654.80	1 323.84
(H5)	Watchman:			1 802.10	1 441.68	110.00	1 912.10	1 529.68
(H6)	Driver (Light Motor Vehicle):			1 776.40	1 421.12	108.40	1 884.80	1 507.84
(H7)	Driver (Medium Motor Vehicle):			1 899.50	1 519.60	115.90	2 015.40	1 612.32
	Sample Machinist. Any employee when called upon to perform the duties of a sample machinist, shall, while so employed be paid the wage of a sample machinist: Provided that such wage shall not be subject to the provision of clause 4 (2) (a) of this Agreement							
NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with effect from 1 September 2025, Increase the Weekly Wage for those employees by the agreed Wage Increase based on the 2024/2025 rand value equivalent to 6.1%, Across-the-Board.								