

**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 B (i.e. employees NOT 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
(A)	Pattern Maker and/or Grader:					
	(i) Qualified:	3 269.30	2 615.44	199.50	3 468.80	2 775.04
	(ii) Learners:					
	first six months of experience	1 177.30	1 103.20	71.90	1 249.20	1 151.60
	second six months of experience	1 524.10	1 219.28	93.00	1 617.10	1 293.68
	third six months of experience	1 875.50	1 500.40	114.50	1 990.00	1 592.00
	fourth six months of experience	2 195.30	1 756.24	134.00	2 329.30	1 863.44
	fifth six months of experience	2 576.80	2 061.44	157.30	2 734.10	2 187.28
	next four months of experience	2 926.10	2 340.88	178.60	3 104.70	2 483.76
	Thereafter, the wage specified in (A)(i) i.e.	3 269.30	2 615.44	199.50	3 468.80	2 775.04
(B)	Marker-In:					
	(i) Qualified:	2 714.80	2 171.84	165.70	2 880.50	2 304.40
	(ii) Learners:					
	first six months of experience	1 177.30	1 103.20	71.90	1 249.20	1 151.60
	second six months of experience	1 431.60	1 145.28	87.40	1 519.00	1 215.20
	third six months of experience	1 689.00	1 351.20	103.10	1 792.10	1 433.68
	fourth six months of experience	1 945.40	1 556.32	118.70	2 064.10	1 651.28
	fifth six months of experience	2 202.20	1 761.76	134.40	2 336.60	1 869.28
	next four months of experience	2 458.70	1 966.96	150.10	2 608.80	2 087.04
	Thereafter, the wage specified in (B)(i) i.e.	2 714.80	2 171.84	165.70	2 880.50	2 304.40
(C)	Mechanic:					
	(i) Qualified:	2 647.80	2 118.24	161.60	2 809.40	2 247.52
	(ii) Learners:					
	first six months of experience	1 177.30	1 103.20	71.90	1 249.20	1 151.60
	second six months of experience	1 338.30	1 103.20	81.70	1 420.00	1 151.60
	third six months of experience	1 502.40	1 201.92	91.70	1 594.10	1 275.28
	fourth six months of experience	1 666.10	1 332.88	101.70	1 767.80	1 414.24
	fifth six months of experience	1 830.40	1 464.32	111.70	1 942.10	1 553.68
	sixth six months of experience	1 992.70	1 594.16	121.60	2 114.30	1 691.44
	seventh six months of experience	2 157.60	1 726.08	131.70	2 289.30	1 831.44
	eighth six months of experience	2 321.20	1 856.96	141.70	2 462.90	1 970.32
	next four months of experience	2 485.10	1 988.08	151.70	2 636.80	2 109.44
	Thereafter, the wage specified in (C)(i) i.e.	2 647.80	2 118.24	161.60	2 809.40	2 247.52
(D)	Chopper Out, Cutter and/or Re-Cutter, Negative Maker, Screen Maker (Engraver), Screen Printer, Sample Cutter:					
	(i) Qualified:	1 966.70	1 573.36	120.00	2 086.70	1 669.36
	(ii) Learners:					
	first six months of experience	1 177.30	1 103.20	71.90	1 249.20	1 151.60
	second six months of experience	1 373.40	1 103.20	83.80	1 457.20	1 165.76
	third six months of experience	1 571.60	1 257.28	95.90	1 667.50	1 334.00
	next four months of experience	1 771.40	1 417.12	108.10	1 879.50	1 503.60
	Thereafter, the wage specified in (D)(i) i.e.	1 966.70	1 573.36	120.00	2 086.70	1 669.36
*(E1)	Sample Machinist:	1 955.10	1 564.08	119.30	2 074.40	1 659.52

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		R	R		R	R
(E)(a)	Sewing Machinist, Operator of a Linking, Overlocking and/or Sewing Machine, Embroidery Machinist (other than embroidery machine minder):					
	(i) Qualified:	1 699.70	1 359.76	103.70	1 803.40	1 442.72
	(ii) Learners:					
	first six months of experience	1 177.30	1 103.20	71.90	1 249.20	1 151.60
	second six months of experience	1 306.20	1 103.20	79.70	1 385.90	1 151.60
	third six months of experience	1 435.60	1 148.48	87.60	1 523.20	1 218.56
	Thereafter, the wage specified in (E)(i) i.e.	1 699.70	1 359.76	103.70	1 803.40	1 442.72
(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:	1 699.70	1 359.76	103.70	1 803.40	1 442.72
	(ii) Learners:					
	first six months of experience	1 177.30	1 103.20	71.90	1 249.20	1 151.60
	second six months of experience	1 306.20	1 103.20	79.70	1 385.90	1 151.60
	third six months of experience	1 435.60	1 148.48	87.60	1 523.20	1 218.56
	next four months of experience	1 571.70	1 257.36	95.90	1 667.60	1 334.08
	Thereafter, the wage specified in (E)(i) i.e.	1 699.70	1 359.76	103.70	1 803.40	1 442.72
(F1)	Machinist promoted to Assistant Supervisor:					
	(i) Qualified:	2 020.10	1 616.08	123.30	2 143.40	1 714.72
	(ii) Learners:					
	first six months of experience	1 699.70	1 359.76	103.70	1 803.40	1 442.72
	second six months of experience	1 810.10	1 448.08	110.50	1 920.60	1 536.48
	third six months of experience.	1 916.80	1 533.44	117.00	2 033.80	1 627.04
	Thereafter, the wage specified in (F1)(i) i.e	2 020.10	1 616.08	123.30	2 143.40	1 714.72
(F)	Asst Supervisor, other than a Machinist promoted to Asst. Supervisor; Despatch/Factory Clerk and Storeman:					
	(i) Qualified:	2 020.10	1 616.08	123.30	2 143.40	1 714.72
	(ii) Learners:					
	first six months of experience	1 177.30	1 103.20	71.90	1 249.20	1 151.60
	second six months of experience	1 387.40	1 109.92	84.70	1 472.10	1 177.68
	third six months of experience	1 598.70	1 278.96	97.60	1 696.30	1 357.04
	next four months of experience	1 812.00	1 449.60	110.60	1 922.60	1 538.08
	Thereafter, the wage specified in (F)(i) i.e.	2 020.10	1 616.08	123.30	2 143.40	1 714.72

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		R	R		R	R
(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:	1 410.00	1 128.00	86.10	1 496.10	1 196.88
	(ii) Learners:					
	first six months of experience	1 177.30	1 103.20	71.90	1 249.20	1 151.60
	second six months of experience	1 233.90	1 103.20	75.30	1 309.20	1 151.60
	third six months of experience	1 292.60	1 103.20	78.90	1 371.50	1 151.60
	next four months of experience	1 350.00	1 103.20	82.40	1 432.40	1 151.60
	Thereafter, the wage specified in (G)(i) i.e.	1 410.00	1 128.00	86.10	1 496.10	1 196.88
(H1)	Foreman:	4 460.40	3 568.32	272.20	4 732.60	3 786.08
(H2)	Supervisor, Assistant Foreman, Head Cutter:	2 432.70	1 946.16	148.50	2 581.20	2 064.96
(H3)	Artisan:	5 091.70	4 073.36	310.80	5 402.50	4 322.00
(H4)	Labourer, Scooter Driver and/or Boiler Attendant:	1 566.90	1 253.52	95.60	1 662.50	1 330.00
(H5)	Watchman:	1 810.60	1 448.48	110.50	1 921.10	1 536.88
(H6)	Driver (Light Motor Vehicle):	1 784.40	1 427.52	108.90	1 893.30	1 514.64
(H7)	Driver (Medium Motor Vehicle):	1 908.10	1 526.48	116.50	2 024.60	1 619.68
	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.						