

**NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY
NORTHERN REGION (KNITTING) 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 rand 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
(i)	Foreman:		3 375.70	2 700.60	206.00	3 581.70	2 865.40
(ii)	Dyer: (See (iv) below)						
(iii)	Storeman:						
	(i)	Qualified:	3 249.30	2 599.40	198.30	3 447.60	2 758.10
	(ii)	Learners:					
		first six months of experience	1 173.00	1 172.15	71.60	1 244.60	1 223.58
		second six months of experience	1 692.30	1 353.80	103.30	1 795.60	1 436.50
		third six months of experience	2 211.30	1 769.00	135.00	2 346.30	1 877.00
		next four months of experience	2 730.30	2 184.20	166.60	2 896.90	2 317.50
		Thereafter, the wage specified in	3 249.30	2 599.40	198.30	3 447.60	2 758.10
(iv)	Mechanic/Dyer:						
	(i)	Qualified:	3 375.70	2 700.60	206.00	3 581.70	2 865.40
	(ii)	Learners:					
		first six months of experience	1 173.00	1 172.15	71.60	1 244.60	1 223.58
		second six months of experience	1 393.30	1 172.15	85.00	1 478.30	1 223.58
		third six months of experience	1 613.50	1 290.80	98.50	1 712.00	1 369.60
		fourth six months of experience	1 834.00	1 467.20	111.90	1 945.90	1 556.70
		fifth six months of experience	2 054.10	1 643.30	125.40	2 179.50	1 743.60
		sixth six months of experience	2 274.20	1 819.40	138.80	2 413.00	1 930.40
		seventh six months of experience	2 494.50	1 995.60	152.20	2 646.70	2 117.40
		eighth six months of experience	2 714.90	2 171.90	165.70	2 880.60	2 304.50
		ninth six months of experience	2 934.70	2 347.80	179.10	3 113.80	2 491.00
		next four months of experience	3 156.20	2 525.00	192.60	3 348.80	2 679.00
		Thereafter, the wage specified in	3 375.70	2 700.60	206.00	3 581.70	2 865.40
(v)	Mechanic's Assistant:						
	(i)	Qualified:	2 210.70	1 768.60	134.90	2 345.60	1 876.50
	(ii)	Learners:					
		first six months of experience	1 173.00	1 172.15	71.60	1 244.60	1 223.58
		second six months of experience	1 275.90	1 172.15	77.90	1 353.80	1 223.58
		third six months of experience	1 356.40	1 172.15	82.80	1 439.20	1 223.58
		fourth six months of experience	1 484.10	1 187.30	90.60	1 574.70	1 259.80
		fifth six months of experience	1 588.30	1 270.60	96.90	1 685.20	1 348.20
		sixth six months of experience	1 692.40	1 353.90	103.30	1 795.70	1 436.60
		seventh six months of experience	1 795.50	1 436.40	109.60	1 905.10	1 524.10
		eighth six months of experience	1 900.30	1 520.20	116.00	2 016.30	1 613.00
		ninth six months of experience	2 003.20	1 602.60	122.30	2 125.50	1 700.40
		next four months of experience	2 107.50	1 686.00	128.60	2 236.10	1 788.90
		Thereafter, the wage specified in (v)(i)	2 210.70	1 768.60	134.90	2 345.60	1 876.50

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

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 rand 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
(vi)	Supervisor:			2 337.50	1 870.00	142.70	2 480.20	1 984.20
(vii)	Final Examiner of fully-fashioned garments:			2 170.00	1 736.00	132.40	2 302.40	1 841.90
(viii)	Factory Clerk, Despatch Clerk, Stores Clerk:							
		(i) Qualified		2 124.90	1 699.90	129.70	2 254.60	1 803.70
		(ii) Learners:						
		first six months of experience		1 173.00	1 172.15	71.60	1 244.60	1 223.58
		second six months of experience		1 410.70	1 172.15	86.10	1 496.80	1 223.58
		third six months of experience		1 648.90	1 319.10	100.60	1 749.50	1 399.60
		next four months of experience		1 887.30	1 509.80	115.20	2 002.50	1 602.00
		Thereafter, the wage specified in		2 124.90	1 699.90	129.70	2 254.60	1 803.70
(ix)	Knitting Machine Operator, Warp Knitting Machine Operator, Dyer's Assistant, Colouring Mass-Measurer and/or Cutter or Shaper of fully-fashioned garments,							
		(i) Qualified:		2 124.90	1 699.90	129.70	2 254.60	1 803.70
		(ii) Learners:						
		first six months of experience		1 173.00	1 172.15	71.60	1 244.60	1 223.58
		second six months of experience		1 331.60	1 172.15	81.30	1 412.90	1 223.58
		third six months of experience		1 489.80	1 191.80	90.90	1 580.70	1 264.60
		fourth six months of experience		1 648.90	1 319.10	100.60	1 749.50	1 399.60
		fifth six months of experience		1 807.30	1 445.80	110.30	1 917.60	1 534.10
		next four months of experience		1 966.60	1 573.30	120.00	2 086.60	1 669.30
		Thereafter, the wage specified in		2 124.90	1 699.90	129.70	2 254.60	1 803.70
(x) (a)	Loader of magazine or comb, Linker, Overlocker other than an overlocker of seconds in socks, Mender and Plain Sewer:							
		(i) Qualified:		1 854.30	1 483.40	113.20	1 967.50	1 574.00
		(ii) Learners:						
		first six months of experience		1 173.00	1 172.15	71.60	1 244.60	1 223.58
		second six months of experience		1 342.90	1 172.15	82.00	1 424.90	1 223.58
		third six months of experience		1 512.90	1 210.30	92.30	1 605.20	1 284.20
		next four months of experience		1 684.00	1 347.20	102.80	1 786.80	1 429.40
		Thereafter, the wage specified in (x)(i)		1 854.30	1 483.40	113.20	1 967.50	1 574.00
(x) (b)	Sewing Machinist including a button, buttonhole and hemming machinist:							
		(i) Qualified:		1 854.30	1 483.40	113.20	1 967.50	1 574.00
		(ii) Learners:						
		first six months of experience		1 173.00	1 172.15	71.60	1 244.60	1 223.58
		second six months of experience		1 342.90	1 172.15	82.00	1 424.90	1 223.58
		third six months of experience		1 512.90	1 210.30	92.30	1 605.20	1 284.20
		Thereafter, the wage specified in (x)(i) i.e.		1 854.30	1 483.40	113.20	1 967.50	1 574.00

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

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 rand 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
(xi)	Driver of a Motor Vehicle, the unladen mass of which, together with the unladen mass of any trailer or trailers drawn by such vehicle—:							
		(a) does not exceed 453,5 kg		1 772.70	1 418.20	108.20	1 880.90	1 504.70
		(b) exceeds 453,5 kg but not 2 721 kg		2 092.90	1 674.30	127.70	2 220.60	1 776.50
		(c) exceeds 2 721 kg but not 4 535 kg		2 228.70	1 783.00	136.00	2 364.70	1 891.80
		(d) exceeds 4 535 kg		2 418.50	1 934.80	147.60	2 566.10	2 052.90
(xii)	Security Officer:			2 707.80	2 166.20	165.30	2 873.10	2 298.50
(xiii)	Watchman:			2 089.30	1 671.40	127.50	2 216.80	1 773.40
(xiv)	Employee not elsewhere specified:							
		(i) Qualified:		2 175.20	1 740.20	132.80	2 308.00	1 846.40
		(ii) Learners:						
		first six months of experience		1 173.00	1 172.15	71.60	1 244.60	1 223.58
		second six months of experience		1 422.80	1 172.15	86.80	1 509.60	1 223.58
		third six months of experience		1 674.10	1 339.30	102.20	1 776.30	1 421.00
		next four months of experience		1 924.60	1 539.70	117.50	2 042.10	1 633.70
		Thereafter, the wage specified in		2 175.20	1 740.20	132.80	2 308.00	1 846.40
(xv)	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:			1 770.60	1 416.50	108.10	1 878.70	1 503.00
(xvi)	General Worker/Traveller's Assistant, Cloakroom Supervisor and/or Attendant, Teamaker employed after 30-06-1987:			1 524.10	1 219.30	93.00	1 617.10	1 293.70
(xvii)	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:							
		(i) Qualified:		1 524.10	1 219.30	93.00	1 617.10	1 293.70

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

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 rand 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
			(ii) Learners:					
			first six months of experience	1 173.00	1 172.15	71.60	1 244.60	1 223.58
			second six months of experience	1 289.40	1 172.15	78.70	1 368.10	1 223.58
			third six months of experience	1 407.70	1 172.15	85.90	1 493.60	1 223.58
			Thereafter, the wage specified in (xvii)	1 524.10	1 219.30	93.00	1 617.10	1 293.70

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.