

**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 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 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	R
(i)	Foreman:			3 391.80	2 713.40	207.00	3 598.80	2 879.00
(ii)	Dyer: (See (iv) below)							
(iii)	Storeman:							
		(i) Qualified:		3 264.70	2 611.80	199.30	3 464.00	2 771.20
		(ii) Learners:						
			first six months of experience	1 178.70	1 172.15	71.90	1 250.60	1 223.58
			second six months of experience	1 700.00	1 360.00	103.80	1 803.80	1 443.00
			third six months of experience	2 221.70	1 777.40	135.60	2 357.30	1 885.80
			next four months of experience	2 743.30	2 194.60	167.40	2 910.70	2 328.60
			Thereafter, the wage specified in (iii)(i) i.e.	3 264.70	2 611.80	199.30	3 464.00	2 771.20
(iv)	Mechanic/Dyer:							
		(i) Qualified:		3 391.80	2 713.40	207.00	3 598.80	2 879.00
		(ii) Learners:						
			first six months of experience	1 178.70	1 172.15	71.90	1 250.60	1 223.58
			second six months of experience	1 399.70	1 172.15	85.40	1 485.10	1 223.58
			third six months of experience	1 621.10	1 296.90	98.90	1 720.00	1 376.00
			fourth six months of experience	1 842.50	1 474.00	112.50	1 955.00	1 564.00
			fifth six months of experience	2 063.90	1 651.10	126.00	2 189.90	1 751.90
			sixth six months of experience	2 284.90	1 827.90	139.50	2 424.40	1 939.50
			seventh six months of experience	2 506.40	2 005.10	153.00	2 659.40	2 127.50
			eighth six months of experience	2 727.80	2 182.20	166.50	2 894.30	2 315.40
			ninth six months of experience	2 948.30	2 358.60	179.90	3 128.20	2 502.60
			next four months of experience	3 170.80	2 536.60	193.50	3 364.30	2 691.40
			Thereafter, the wage specified in (iv)(i) i.e.	3 391.80	2 713.40	207.00	3 598.80	2 879.00
(v)	Mechanic's Assistant:							
		(i) Qualified:		2 220.60	1 776.50	135.50	2 356.10	1 884.90
		(ii) Learners:						
			first six months of experience	1 178.70	1 172.15	71.90	1 250.60	1 223.58
			second six months of experience	1 281.40	1 172.15	78.20	1 359.60	1 223.58
			third six months of experience	1 387.40	1 172.15	84.70	1 472.10	1 223.58
			fourth six months of experience	1 490.50	1 192.40	91.00	1 581.50	1 265.20
			fifth six months of experience	1 595.60	1 276.50	97.40	1 693.00	1 354.40
			sixth six months of experience	1 700.20	1 360.20	103.80	1 804.00	1 443.20
			seventh six months of experience	1 804.10	1 443.30	110.10	1 914.20	1 531.40
			eighth six months of experience	1 908.30	1 526.60	116.50	2 024.80	1 619.80
			ninth six months of experience	2 012.20	1 609.80	122.80	2 135.00	1 708.00
			next four months of experience	2 117.00	1 693.60	129.20	2 246.20	1 797.00
			Thereafter, the wage specified in (v)(i) i.e.	2 220.60	1 776.50	135.50	2 356.10	1 884.90

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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	R
(vi)	Supervisor:			2 348.30	1 878.60	143.30	2 491.60	1 993.30
(vii)	Final Examiner of fully-fashioned garments:			2 180.50	1 744.40	133.10	2 313.60	1 850.90
(viii)	Factory Clerk, Despatch Clerk, Stores Clerk:							
		(i) Qualified		2 135.10	1 708.10	130.30	2 265.40	1 812.30
		(ii) Learners:						
		first six months of experience		1 178.70	1 172.15	71.90	1 250.60	1 223.58
		second six months of experience		1 417.50	1 172.15	86.50	1 504.00	1 223.58
		third six months of experience		1 656.40	1 325.10	101.10	1 757.50	1 406.00
		next four months of experience		1 896.30	1 517.00	115.70	2 012.00	1 609.60
		Thereafter, the wage specified in (viii)(i) i.e.		2 135.10	1 708.10	130.30	2 265.40	1 812.30
(ix)	Knitting Machine Operator, Warp Knitting Machine Operator, Dyer's Assistant, Colouring Mass-Measurer and/or Cutter or Shaper of fully-fashioned garments, Handyman and Warper:							
		(i) Qualified:		2 135.10	1 708.10	130.30	2 265.40	1 812.30
		(ii) Learners:						
		first six months of experience		1 178.70	1 172.15	71.90	1 250.60	1 223.58
		second six months of experience		1 337.10	1 172.15	81.60	1 418.70	1 223.58
		third six months of experience		1 496.50	1 197.20	91.30	1 587.80	1 270.20
		fourth six months of experience		1 656.40	1 325.10	101.10	1 757.50	1 406.00
		fifth six months of experience		1 816.10	1 452.90	110.80	1 926.90	1 541.50
		next four months of experience		1 975.40	1 580.30	120.60	2 096.00	1 676.80
		Thereafter, the wage specified in (ix)(i) i.e.		2 135.10	1 708.10	130.30	2 265.40	1 812.30
(x) (a)	Loader of magazine or comb, Linker, Overlocker other than an overlocker of seconds in socks, Mender and Plain Sewer:							
		(i) Qualified:		1 862.70	1 490.20	113.70	1 976.40	1 581.10
		(ii) Learners:						
		first six months of experience		1 178.70	1 172.15	71.90	1 250.60	1 223.58
		second six months of experience		1 349.20	1 172.15	82.30	1 431.50	1 223.58
		third six months of experience		1 520.40	1 216.30	92.80	1 613.20	1 290.60
		next four months of experience		1 691.80	1 353.40	103.30	1 795.10	1 436.10
		Thereafter, the wage specified in (x)(i) i.e.		1 862.70	1 490.20	113.70	1 976.40	1 581.10
(x) (b)	Sewing Machinist including a button, buttonhole and hemming machinist:							
		(i) Qualified:		1 862.70	1 490.20	113.70	1 976.40	1 581.10
		(ii) Learners:						
		first six months of experience		1 178.70	1 172.15	71.90	1 250.60	1 223.58
		second six months of experience		1 349.20	1 172.15	82.30	1 431.50	1 223.58
		third six months of experience		1 520.40	1 216.30	92.80	1 613.20	1 290.60

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				R	R	R	R	R
			Thereafter, the wage specified in (x)(i) i.e.	1 862.70	1 490.20	113.70	1 976.40	1 581.10
(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	1 780.80	1 424.60	108.70	1 889.50	1 511.60
		(b)	exceeds 453,5 kg but not 2 721 kg	2 102.30	1 681.80	128.30	2 230.60	1 784.50
		(c)	exceeds 2 721 kg but not 4 535 kg	2 239.20	1 791.40	136.70	2 375.90	1 900.70
		(d)	exceeds 4 535 kg	2 430.10	1 944.10	148.30	2 578.40	2 062.70
(xii)	Security Officer:			2 719.90	2 175.90	166.00	2 885.90	2 308.70
(xiii)	Watchman:			2 098.90	1 679.10	128.10	2 227.00	1 781.60
(xiv)	Employee not elsewhere specified:							
		(i)	Qualified:	2 185.20	1 748.20	133.40	2 318.60	1 854.90
		(ii)	Learners:					
			first six months of experience	1 178.70	1 172.15	71.90	1 250.60	1 223.58
			second six months of experience	1 429.80	1 172.15	87.30	1 517.10	1 223.58
			third six months of experience	1 682.10	1 345.70	102.70	1 784.80	1 427.80
			next four months of experience	1 933.40	1 546.70	118.00	2 051.40	1 641.10
			Thereafter, the wage specified in (xiv)(i) i.e.	2 185.20	1 748.20	133.40	2 318.60	1 854.90
(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:			1 778.90	1 423.10	108.60	1 887.50	1 510.00
(xvi)	General Worker/Traveller's Assistant, Cloakroom Supervisor and/or Attendant, Teamaker employed after 30-06-1987:			1 531.20	1 225.00	93.50	1 624.70	1 299.80

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			R	R	R	R	R
(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:		1 531.20	1 225.00	93.50	1 624.70	1 299.80
	(ii) Learners:						
		first six months of experience	1 178.70	1 172.15	71.90	1 250.60	1 223.58
		second six months of experience	1 295.60	1 172.15	79.10	1 374.70	1 223.58
		third six months of experience	1 413.90	1 172.15	86.30	1 500.20	1 223.58
		Thereafter, the wage specified in (xvii) (i) i.e.	1 531.20	1 225.00	93.50	1 624.70	1 299.80
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.							