

**NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY NORTHERN REGION
(MILLINERY) 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 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	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 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	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)	Supervisor:	2 731.30	2 185.00	166.70	2 898.00	2 318.40
(b)	Milliner (Upgrade to Trimmer):					
	(i) Qualified	2 166.20	1 733.00	132.20	2 298.40	1 838.70
	(ii) Learners:					
	first six months of experience	1 534.90	1 227.90	93.70	1 628.60	1 302.90
	second six months of experience	1 678.30	1 342.60	102.40	1 780.70	1 424.60
	third six months of experience	1 842.70	1 474.20	112.50	1 955.20	1 564.20
	next four months of experience	2 043.30	1 634.60	124.70	2 168.00	1 734.40
	Thereafter, the wage specified in (b)(i)	2 166.20	1 733.00	132.20	2 298.40	1 838.70
(c)	(1) Blocker-Front (Upgrade from Assistant Blocker):					
	(i) Qualified:	1 822.70	1 458.20	111.20	1 933.90	1 547.10
	(ii) Learners:					
	first six months of experience	1 510.80	1 208.60	92.20	1 603.00	1 282.40
	second six months of experience	1 559.70	1 247.80	95.20	1 654.90	1 323.90
	third six months of experience	1 658.30	1 326.60	101.20	1 759.50	1 407.60
	next four months of experience	1 735.40	1 388.30	105.90	1 841.30	1 473.00
	Thereafter, the wage specified in	1 822.70	1 458.20	111.20	1 933.90	1 547.10
	(2) Driver:	1 822.70	1 458.20	111.20	1 933.90	1 547.10
	Machine Operator & Chopper-Out:					
	(i) Qualified:	1 687.10	1 349.70	103.00	1 790.10	1 432.10
	(ii) Learners:					
	first six months of experience	1 109.90	1 130.78	67.70	1 180.39	1 180.39
	second six months of experience	1 215.40	1 130.78	74.20	1 289.60	1 180.39
	third six months of experience	1 301.30	1 130.78	79.40	1 380.70	1 180.39
	next four months of experience	1 502.40	1 201.90	91.70	1 594.10	1 275.30
	Thereafter, the wage specified in (d)(i)	1 687.10	1 349.70	103.00	1 790.10	1 432.10
(e)	Trimmer/General Worker/Labourer/Assistant Blocker:					
	(i) Qualified:	1 437.90	1 150.30	87.80	1 525.70	1 220.60
	(ii) Learners:					
	first six months of experience	1 109.90	1 130.78	67.70	1 180.39	1 180.39
	second six months of experience	1 165.90	1 130.78	71.20	1 237.10	1 180.39
	third six months of experience	1 251.80	1 130.78	76.40	1 328.20	1 180.39
	next four months of experience	1 347.10	1 130.78	82.20	1 429.30	1 180.39
	Thereafter, the wage specified in (e)(i)	1 437.90	1 150.30	87.80	1 525.70	1 220.60
(f)	Boiler Attendant & Watchman:	1 572.70	1 258.20	96.00	1 668.70	1 335.00
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 2024/2025 rand value equivalent to 6.1% , Across-the-Board.						