



# NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY

## CAPE CHAMBER

Address: 7th Floor, Industria House, 350 Victoria Road, Salt River 7925  
Tel: 021 460 4000 Fax: 021 447 0628 Post: P O Pox 1142, Woodstock 7915 Website: www.nbc.org.za

### CIRCULAR NO. CC09-2017

4 September 2017

Telephone Enquiries: Labour Affairs Department

**TO: ALL EMPLOYERS SUBJECT TO PART A OF THE COUNCIL'S NATIONAL MAIN COLLECTIVE AGREEMENT - CLOTHING, GARMENT KNITTING, HOSIERY AND MILLINERY SECTORS FOR THE "METRO" AREAS OF THE EASTERN CAPE CHAMBER OF THE NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY**

Dear Sir/Madam,

#### **INFORMATION CIRCULAR TO THE INDUSTRY FOLLOWING THE 2017 ROUND OF NEGOTIATIONS**

##### **METRO AREAS ONLY**

**(i.e. those establishments situated within the Magisterial Districts of East London, Hankey (portion), Mdantsane (portion), Port Elizabeth and Uitenhage (portion))**

The industry will recall that the Parties to the National Bargaining Council concluded a two year Collective Agreement in 2016. This circular, therefore, outlines the total labour cost increase for 2017/2018 which is in line with the two-year agreement concluded last year.

The Amending Agreement which reflects the new conditions will be submitted to the Minister of Labour with a request that it be extended to employers and employees in the Industry, other than those who are party to the Agreement, i.e. to all Non-Parties.

Party companies are automatically covered by the terms of the 2016-2018 signed Agreement.

Details of the negotiated settlement in respect of the Eastern Cape Metro Region (Part A of the Council's National Main Collective Agreement) are as follows:

#### **1. INCREASE TO TOTAL LABOUR COST**

The increase to total labour cost for all current employees (inclusive of those previous employees who rejoin the industry after less than 3 years absence from the industry) shall be **7.6%** with effect from **1 September 2017**, rounded to the nearest 50 cents. (The increase shall be back dated to **1 September 2017** and back pay will be due). The new wage schedules incorporating the new wage rates after the 2017/2018 agreed increases are attached. Please note that there are **two** enclosed sets of **Wage Schedules, Group A & Group B**, one applicable to those companies that **HAVE** registered a productivity agreement with the Bargaining Council, another applicable to those companies that **HAVE NOT** registered a productivity agreement and a **new category of wage rates** applicable to the new employees on the Incentivised Wage Scheme effective from 1 September 2012.

#### **2. CONTRIBUTIONS**

##### **2.1 Medical Aid (Prime Cure)**

- The **Employee** contribution rates to the Medical Aid remains unaltered at **R22.89** per employee per week.
- The **Employer** contribution rates to the Medical Aid increases by **7.6%** from **R20.03** per employee per week to **R21.55** per employee per week.

## 2.2 Provident Fund

### Employer Contribution Rate:

The Provident Fund contribution rate for employers remains unaltered as follows:

Qualified Machinist's earnings of R1 130.00 or more : Employer: 6.79%  
Earnings below Qualified Machinist's rate of R1 130.00 : Employer: 6.99%

**NB:** The current employer contribution levels for metro, shall be improved by 0.5% from 1 August 2018

### Employee Contribution Rate:

The Provident Fund contribution rate for employees remains unaltered, as follows:

Qualified Machinist's earnings of R1 130.00 or more : Employee: 3,60%  
Earnings below Qualified Machinist's rate of R1 130.00 : Employee: 3,80%

## 2.3 Bargaining Council Levy

The Bargaining Council levy payable per week by Employers remains unchanged at 0.33% of each employee's wages. The percentage payable by Employees remains unaltered, at 0.23%. These percentage contributions are capped at a maximum of **R4.25** of each employees' weekly wage for employers, and for employees, it is capped at a maximum of **R2.65** per week.

## 2.4 Across-the-board Increases in Employer Contributions

The following levies and contributions payable by the Employer has been increased by the agreed Total Labour Cost increase of 7.6%:

Category	Old Rate (p.w. per employee) 2016/17	New Rate (p.w. per employee) 2017/18
Industry Protection Fund	16c	17c
SACTWU HIV/AIDS Project	57c	61c
SACTWU Bursary Fund	38c	41c

## 2.5 Supplementary Benefits Fund

An employer contribution has increased by 7.6% from **R1.12** to **R1.21** per employee per week. The employee contribution remains the same at **60 cents**.

## 3. TRADE UNION DEDUCTIONS

The Trade Union Subscription rate for its members changes to 1% of the member's basic wage rate with a *new minimum* of R9.13 per week and a *new maximum* of R16.73 per week, effective 1 September 2017 together with the funeral scheme contribution of R1,80 per week which remains unchanged, bringing the *total new minimum* to R10.93 per week (i.e. the R9.13 plus the R1,80) and the *total new maximum* to R18.53 per week (i.e. the R16.73 plus the R1,80). Companies are to ensure that the correct union fee deductions are implemented and transmitted to the Bargaining Council as part of your monthly returns.

**NB:** For all Non-Union Members, an Agency Fee deduction of 1% of the basic weekly wage with the minimum of R9.13 per week and the maximum of R16.73 per week is applicable. Companies are to ensure that the correct agency fee deductions are implemented and transmitted to the bargaining council as part of your monthly returns.

## 4. FAMILY RESPONSIBILITY LEAVE

All employers must grant an employee, during each Annual leave cycle three (3) days paid Family responsibility leave, effective 1 September 2017.

## 5. INTEREST CHARGED ON LATE AND NON-PAYMENT OF LEVIES AND CONTRIBUTIONS

Should any amount due in respect of levies and contributions not be received by the Regional Secretary by the due date as stipulated for the respective regional chamber on the Deduction Schedule, the

employer shall pay weekly interest on such amount or such lesser amounts as remain unpaid, calculated at the ruling prime overdraft rate plus 2% per annum. This will come into effect on 1 September 2017.

6. **SCHEDULE OF DEDUCTIONS**

A revised schedule of weekly deductions and contributions is enclosed.

7. **NON-METRO AREAS** *(for the purposes of this circular, means all areas of the Eastern Cape Province other than the magisterial districts listed in the bolded heading of this circular)*

A separate circular is being distributed to all establishments in the non-metro areas, nationally.

8. **COUNCIL'S WEBSITE (www.nbc.org.za)**

The Council's website on the Internet is regularly being updated. Those who have access to the Internet can view and download the Main & Provident Fund Collective Agreements of the various "metro" and non-metro areas. These are in the form of consolidated agreements i.e. the original published agreements, updated for subsequent **published** amendments. This notice will also be added to the Council's website.

Any enquiries from employers who are members of the Eastern Province Clothing Manufacturers' Association (EPCMA) should be directed to their Association. In the case of non-party establishments, enquiries should be directed to the Council's Cape Chamber offices in **Cape Town on (021) 460 4000**. Kindly make the necessary arrangements to give effect to the new terms and conditions of employment, arising from this year's substantive negotiations.

Yours faithfully,



**N MGUMANE**  
**REGIONAL SECRETARY**



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### INFORMATION SCHEDULE

**DEDUCTIONS AND CONTRIBUTIONS DUE TO THE EASTERN CAPE AREAS OF THE COUNCIL, ITS FUNDS AND THE TRADE UNION**  
(NOT applicable to employers & employees who are subject to the provisions of Part I of the Council's National Main Collective Agreement pertaining to the Non-Metro Areas)

### DEDUCTIONS EFFECTIVE FROM 1 SEP 2017 TO 31 AUG 2018

COUNCIL LEVIES	<b>PROVIDENT FUND</b> <i>Only payable by Employees having not less than a total of 6 months' experience in the Industry.</i>		MEDICAL AID		INDUSTRY PROTECTION FUND	SUPPLEMENTARY BENEFITS FUND	SACTWU SUBS. <i>(for Union members ONLY)</i>	SACTWU CONTRIB UTIONS  Payable by the EMPLOYER
	Employee	Employer	Employee	Employer				
<p>An amount equal to</p> <p>0.33% of each employee's wages per week, up to a maximum of R4.25 per week Payable by the EMPLOYER</p> <p>and</p> <p>0.23% of each employee's wages per week payable by means of a deduction from the EMPLOYEE'S wages up to a maximum of R2.65 per week</p>	<p><u>Employees earning R1 130 p.w. or more:</u> 3,60%</p> <p><u>Employees earning less than R1 130 p.w.:</u> 3,80%</p>	<p><u>Employees earning R1 130 p.w. or more:</u> 6,79%</p> <p><u>Employees earning less than R1 130 p.w.:</u> 6,99%</p>	R22,69 per week	R21,55 per week	<p>17 cents per employee per week Payable by the EMPLOYER</p> <p>-----</p> <p>10 cents per week Payable by means of a deduction from the EMPLOYEE'S wages</p>	<p><u>Employee:</u> 60 cents per employee per week</p> <p><u>Employer:</u> R1,21 per employee per week</p>	<p><u>Trade Union Subscription</u> 1% of each Individual Trade Union member's basic wage rate plus R1,80 with a minimum of R10,93 per week and a maximum of R18,53 per week</p> <p>or</p> <p><u>Agency Fee iro non-Trade Union Employees</u> 1% of each NON Trade Union member's basic wage rate with a minimum of R9,13 per week and a maximum of R16,73 per week</p>	<p><u>Sactwu Bursary Fund</u> 41 cents per week</p> <p>-----</p> <p><u>Sactwu Hiv/Aids Project</u> 61 cents per week</p> <p>-----</p> <p>i.r.o. each employee falling within the scope of the Council</p>

### PAYMENTS TO THE BARGAINING COUNCIL DUE BY 7<sup>TH</sup> DAY OF ENSUING MONTH:

CONTRIBUTION:	PAYABLE TO:	PAYMENT METHOD :
Council Levies, HIV/AIDS Project Contributions, SACTWU Subscriptions & Bursary Fund	The Regional Secretary National Bargaining Council for the Clothing Manufacturing Industry (Cape Chamber) P O Box 1142, Woodstock, 7915	Cheques payable to: <b>NBC Clothing – Eastern Cape Sub-Office</b> OR direct deposit into bank account, as follows: <b>Bank: Standard Bank</b> <b>Branch: North End</b> <b>Branch Code: 00217</b> <b>Account No: 80512542</b>



<b>Supplementary Benefits Fund / Clothing Industry Welfare Fund</b>	The Regional Secretary National Bargaining Council for the Clothing Manufacturing Industry (Cape Chamber) P O Box 1142, Woodstock, 7915	Cheques payable to: <b>NBC Clothing – Clothing Industry Welfare Fund</b> <b>Account</b> <u>OR</u> direct deposit into bank account, as follows: <b>Bank:</b> Standard Bank <b>Branch:</b> Thibault Square <b>Branch Code:</b> 020 909 <b>Account No:</b> 07 1150986
<b>Provident Fund Contributions</b> <b>EASTERN CAPE Non-Metro Provident Fund</b> Contributions must be paid to: <b>Cape Clothing Industry Provident Fund</b> OR direct deposit into bank account, as follows: <b>Bank:</b> Standard Bank <b>Branch:</b> Victoria Road <b>Branch Code:</b> 020 909 <b>Acc No:</b> 07 122 3169	Absa Consultants & Actuaries P O Box 577 Port Elizabeth 6000	Cheques payable to: <b>Clothing Industry Provident Fund</b> <u>OR</u> direct deposit into bank account, as follows: <b>Bank:</b> ABSA Bank <b>Branch:</b> Santyger <b>Branch Code:</b> 632 356 <b>Account No:</b> 407 435 7534
Medical Aid Contributions	Vula Medical Aid P O Box 2338 Durban 4000	Cheques payable directly to addressees as indicated



**BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY  
NEW WAGE RATES NEGOTIATED FOR THE EASTERN CAPE (CLOTHING)  
FOR THE PERIOD 1 SEPTEMBER 2017 TO 31 AUGUST 2018**

<b>WAGES</b>	<b>GROUP A (i.e. employees on the 0,5% Productivity Incentive Scheme)</b>					
	<b>DESCRIPTION</b>	<b>Wage per week from 01 Sep 2016 to 31 Aug 2017</b>	<b>New Employees on Incentivised Scheme Effective 1 September 2016 = 80%</b>	<b>Across-the-Board Increase 7.6%</b>	<b>Wage per week from 01 Sep 2017 to 31 Aug 2018</b>	<b>New Employees on Incentivised Scheme Effective 1 September 2017 = 80%</b>
		<b>R</b>	<b>R</b>	<b>R</b>	<b>R</b>	<b>R</b>
(a)	<b>Foreman</b>	1851.00	1,481.00	140.50	1991.50	1,593.00
(b)	<b>Designer:</b>					
	(i) Qualified:	2360.50	1,888.50	179.50	2540.00	2,032.00
	(ii) Learners:					
	first six months of experience	805.00	644.00	61.00	866.00	693.00
	second six months of experience	938.00	750.50	71.50	1009.50	807.50
	third six months of experience	1122.50	898.00	85.50	1208.00	966.50
	fourth six months of experience	1249.50	999.50	95.00	1344.50	1,075.50
	fifth six months of experience	1390.00	1,112.00	105.50	1495.50	1,196.50
	sixth six months of experience	1507.50	1,206.00	114.50	1622.00	1,297.50
	seventh six months of experience	1640.50	1,312.50	124.50	1765.00	1,412.00
	eighth six months of experience	1773.00	1,418.50	134.50	1907.50	1,526.00
	next four months of experience	1881.50	1,505.00	143.00	2024.50	1,619.50
	Thereafter, the wage specified in (b)(i) i.e.	2360.50	1,888.50	179.50	2540.00	2,032.00
(c)	<b>Grader:</b>					
	(i) Qualified:	1695.50	1,356.50	129.00	1824.50	1,459.50
	(ii) Learners:					
	first six months of experience	798.00	638.50	60.50	858.50	687.00
	second six months of experience	868.00	694.50	66.00	934.00	747.00
	third six months of experience	944.00	755.00	71.50	1015.50	812.50
	fourth six months of experience	990.00	792.00	75.00	1065.00	852.00
	fifth six months of experience	1144.50	915.50	87.00	1231.50	985.00
	sixth six months of experience	1224.50	979.50	93.00	1317.50	1,054.00
	seventh six months of experience	1292.00	1,033.50	98.00	1390.00	1,112.00
	eighth six months of experience	1358.00	1,086.50	103.00	1461.00	1,169.00
	next four months of experience	1445.00	1,156.00	110.00	1555.00	1,244.00
	Thereafter, the wage specified in (c)(i) i.e.	1695.50	1,356.50	129.00	1824.50	1,459.50
(d)	<b>Marker-in:</b>					
	(i) Qualified:	1292.00	1,033.50	98.00	1390.00	1,112.00
	(ii) Learners:					
	first six months of experience	798.00	638.50	60.50	858.50	687.00
	second six months of experience	854.50	683.50	65.00	919.50	735.50
	third six months of experience	912.00	729.50	69.50	981.50	785.00
	fourth six months of experience	972.50	778.00	74.00	1046.50	837.00
	next four months of experience	1087.00	869.50	82.50	1169.50	935.50
	Thereafter, the wage specified in (d)(i) i.e.	1292.00	1,033.50	98.00	1390.00	1,112.00
(e)	<b>Band-knife cutter:</b>					
	Qualified	1292.00	1,033.50	98.00	1390.00	1,112.00
	Note: Subject to the availability of a band knife, only a qualified cutter-out shall progress to this class of employee					
(f)	<b>Cutter-out:</b>					
	(i) Qualified:	1142.50	914.00	87.00	1229.50	983.50
	(ii) Learners:					

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 FOR THE PERIOD 1 SEPTEMBER 2017 TO 31 AUGUST 2018**

DESCRIPTION		Wage per week from 01 Sep 2016 to 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%	Across-the-Board Increase 7.6%	Wage per week from 01 Sep 2017 to 31 Aug 2018	New Employees on Incentivised Scheme Effective 1 September 2017 = 80%
		R	R	R	R	R
	first six months of experience	798.00	638.50	60.50	858.50	687.00

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		R	R	R	R	R
	second six months of experience	837.00	669.50	63.50	900.50	720.50
	third six months of experience	863.50	691.00	65.50	929.00	743.00
	fourth six months of experience	895.00	716.00	68.00	963.00	770.50
	next four months of experience	932.50	746.00	71.00	1003.50	803.00
	Thereafter, the wage specified in (f)(i) i.e.	1142.50	914.00	87.00	1229.50	983.50
<b>(g)</b>	<b>Layer-up:</b>					
	(i) Qualified:	895.50	716.50	68.00	963.50	771.00
	(ii) Learners:					
	first six months of experience	798.00	638.50	60.50	858.50	687.00
	second six months of experience	816.00	653.00	62.00	878.00	702.50
	third six months of experience	829.50	663.50	63.00	892.50	714.00
	fourth six months of experience	841.50	673.00	64.00	905.50	724.50
	Thereafter, the wage specified in (g)(i) i.e.	895.50	716.50	68.00	963.50	771.00
<b>(h)</b>	<b>Specialised presser:</b>					
	(i) Qualified:	1246.00	997.00	94.50	1340.50	1,072.50
	(ii) Learners:					
	first six months of experience	798.00	638.50	60.50	858.50	687.00
	second six months of experience	830.50	664.50	63.00	893.50	715.00
	third six months of experience	861.00	689.00	65.50	926.50	741.00
	fourth six months of experience	895.00	716.00	68.00	963.00	770.50
	fifth six months of experience	931.00	745.00	71.00	1002.00	801.50
	sixth six months of experience	962.50	770.00	73.00	1035.50	828.50
	seventh six months of experience	1051.00	841.00	80.00	1131.00	905.00
	eighth six months of experience	1089.50	871.50	83.00	1172.50	938.00
	next four months of experience	1114.00	891.00	84.50	1198.50	959.00
	Thereafter, the wage specified in (h)(i) i.e.	1246.00	997.00	94.50	1340.50	1,072.50
<b>(i)</b>	<b>Examiner:</b>					
	(i) Qualified:	1067.00	853.50	81.00	1148.00	918.50
	(ii) Learners:					
	first six months of experience	895.00	716.00	68.00	963.00	770.50
	Thereafter, the wage specified in (i)(i) i.e.	1067.00	853.50	81.00	1148.00	918.50
<b>(j)(a)</b>	<b>Machinist:</b>					
	(i) Qualified:	1046.00	837.00	79.50	1125.50	900.50
	(ii) Learners:					
	first six months of experience	798.00	638.50	60.50	858.50	687.00
	second six months of experience	816.50	653.00	62.00	878.50	703.00
	third six months of experience	840.00	672.00	64.00	904.00	723.00
	Thereafter, the wage specified in (j)(i) i.e.	1046.00	837.00	79.50	1125.50	900.50
<b>(j)(b)</b>	<b>Presser, trimmer, factory clerk, embroidery machinist and cloak room attendant:</b>					
	(i) Qualified:	1046.00	837.00	79.50	1125.50	900.50
	(ii) Learners:					
	first six months of experience	798.00	638.50	60.50	858.50	687.00
	second six months of experience	816.50	653.00	62.00	878.50	703.00
	third six months of experience	840.00	672.00	64.00	904.00	723.00



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DESCRIPTION		Wage per week from 01 Sep 2016 to 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%	Across-the-Board Increase 7.6%	Wage per week from 01 Sep 2017 to 31 Aug 2018	New Employees on Incentivised Scheme Effective 1 September 2017 = 80%
		R	R	R	R	R
	fourth six months of experience	870.00	696.00	66.00	936.00	749.00
	next four months of experience	892.00	713.50	68.00	960.00	768.00
	Thereafter, the wage specified in (j)(i) i.e.	1046.00	837.00	79.50	1125.50	900.50
<b>(k)</b>	<b>Progress examiner:</b>					
	(i) Qualified:	1057.50	846.00	80.50	1138.00	910.50
	(ii) Learners:					
	first six months of experience	838.50	671.00	63.50	902.00	721.50
	Thereafter, the wage specified in (k)(i) i.e.	1057.50	846.00	80.50	1138.00	910.50
<b>(l)</b>	<b>Despatcher:</b>					
	(i) Qualified:	1001.00	801.00	76.00	1077.00	861.50
	(ii) Learners:					
	first six months of experience	845.50	676.50	64.50	910.00	728.00
	Thereafter, the wage specified in (l)(i) i.e.	1001.00	801.00	76.00	1077.00	861.50
<b>(m)</b>	<b>Checker in the Knitting section:</b>					
	(i) Qualified:	889.00	711.00	67.50	956.50	765.00
	(ii) Learners:					
	first six months of experience	798.00	638.50	60.50	858.50	687.00
	second six months of experience	816.00	653.00	62.00	878.00	702.50
	third six months of experience	837.00	669.50	63.50	900.50	720.50
	Thereafter, the wage specified in (m)(i) i.e.	889.00	711.00	67.50	956.50	765.00
<b>(n)</b>	<b>General Worker:</b>					
	(i) Qualified:	863.00	690.50	65.50	928.50	743.00
	(ii) Learners:					
	first six months of experience	798.00	638.50	60.50	858.50	687.00
	second six months of experience	816.00	653.00	62.00	878.00	702.50
	Thereafter, the wage specified in (n)(i) i.e.	863.00	690.50	65.50	928.50	743.00
<b>(o)</b>	<b>Steambox pleater:</b>					
	(i) Qualified:	1017.00	813.50	77.50	1094.50	875.50
	(ii) Learners:					
	first six months of experience	798.00	638.50	60.50	858.50	687.00
	second six months of experience	834.50	667.50	63.50	898.00	718.50
	third six months of experience	861.00	689.00	65.50	926.50	741.00
	fourth six months of experience	894.00	715.00	68.00	962.00	769.50
	Thereafter, the wage specified in (o)(i) i.e.	1017.00	813.50	77.50	1094.50	875.50
<b>(p)</b>	<b>Plain sewer:</b>					
	(i) Qualified:	894.00	715.00	68.00	962.00	769.50
	(ii) Learners:					
	first six months of experience	798.00	638.50	60.50	858.50	687.00
	second six months of experience	807.50	646.00	61.50	869.00	695.00
	third six months of experience	816.50	653.00	62.00	878.50	703.00
	fourth six months of experience	829.50	663.50	63.00	892.50	714.00
	next four months of experience	845.50	676.50	64.50	910.00	728.00
	Thereafter, the wage specified in (p)(i) i.e.	894.00	715.00	68.00	962.00	769.50
<b>(q)</b>	<b>General assistant</b>	976.50	781.00	74.00	1050.50	840.50

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		R	R	R	R	R
(r)	Cleaner	870.00	696.00	66.00	936.00	749.00
(s)	Tea maker	870.00	696.00	66.00	936.00	749.00
(t)	Watchman	1057.50	846.00	80.50	1138.00	910.50
(u)	<b>Motor vehicle driver:</b>					
	(i) (aa) does not exceed 453 kg	1054.50	843.50	80.00	1134.50	907.50
	(ab) exceeds 453 kg but does not exceed 2	1133.50	907.00	86.00	1219.50	975.50
	(ac) exceeds 2 722 kg but does not exceed	1254.00	1,003.00	95.50	1349.50	1,079.50
	(ad) exceeds 4 536 kg	1465.50	1,172.50	111.50	1577.00	1,261.50
	(ii) Part-time driver of a motor vehicle	978.00	782.50	74.50	1052.50	842.00
(v)	<b>Clicker:</b>					
	(i) Qualified:	1711.50	1,369.00	130.00	1841.50	1,473.00

**BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY  
NEW WAGE RATES NEGOTIATED FOR THE EASTERN CAPE (CLOTHING)  
FOR THE PERIOD 1 SEPTEMBER 2017 TO 31 AUGUST 2018**

DESCRIPTION		Wage per week from 01 Sep 2016 to 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%	Across-the-Board Increase 7.6%	Wage per week from 01 Sep 2017 to 31 Aug 2018	New Employees on Incentivised Scheme Effective 1 September 2017 = 80%
		R	R	R	R	R
	(ii) Learners:					
	first six months of experience	798.00	638.50	60.50	858.50	687.00
	second six months of experience	863.50	691.00	65.50	929.00	743.00
	third six months of experience	933.00	746.50	71.00	1004.00	803.00
	fourth six months of experience	1056.00	845.00	80.50	1136.50	909.00
	fifth six months of experience	1135.50	908.50	86.50	1222.00	977.50
	sixth six months of experience	1197.50	958.00	91.00	1288.50	1,031.00
	seventh six months of experience	1269.00	1,015.00	96.50	1365.50	1,092.50
	eighth six months of experience	1337.00	1,069.50	101.50	1438.50	1,151.00
	next four months of experience	1409.50	1,127.50	107.00	1516.50	1,213.00
	Thereafter, the wage specified in (v)(i) i.e.	1711.50	1,369.00	130.00	1841.50	1,473.00
( w )	<b>Beader</b>	1067.00	853.50	81.00	1148.00	918.50
( x )	<b>Chlorinator</b>	959.00	767.00	73.00	1032.00	825.50
( y )	<b>Componder</b>	1135.50	908.50	86.50	1222.00	977.50
( z )	<b>Dipper</b>					
	(i) Qualified:					
	Category A	1135.50	908.50	86.50	1222.00	977.50
	Category B	1161.00	929.00	88.00	1249.00	999.00
	Category C	1199.00	959.00	91.00	1290.00	1,032.00
	(ii) Learners:					
	first six months of experience to Category A	864.00	691.00	65.50	929.50	743.50
	first six months of experience to Category B	1135.50	908.50	86.50	1222.00	977.50
	first six months of experience to Category C	1161.00	929.00	88.00	1249.00	999.00
( aa )	<b>Glove turner</b>	1377.00	1,101.50	104.50	1481.50	1,185.00
( ab )	<b>Mouldmaker</b>	1091.50	873.00	83.00	1174.50	939.50
( ac )	<b>Packer</b>	916.50	733.00	69.50	986.00	789.00
( ad )	<b>Quality product co-ordinator</b>	1440.00	1,152.00	109.50	1549.50	1,239.50
( ae )	A supervisor shall be paid the qualified rate applicable to the employees being supervised, plus 33 <sup>1</sup> / <sub>3</sub> per cent:					
	<b>Provided that-</b>					
	(i) a trainee supervisor shall serve a probationary period not exceeding six months and shall be paid the qualified rate applicable to the employees being supervised, plus 10 per cent;					
	(ii) a trainee supervisor, who is not considered suitable for promotion after completion of the probationary period, shall return to his former position at his former wage.					
<b>NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with effect from 1 September 2017, increase the Weekly Wage for those employees by the agreed Wage Increase of 7.6% Across-the-Board.</b>						

**BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY  
NEW WAGE RATES NEGOTIATED FOR THE EASTERN CAPE (CLOTHING)  
FOR THE PERIOD 1 SEPTEMBER 2017 TO 31 AUGUST 2018**

<b>WAGES</b>	<b>GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)</b>					
	<b>DESCRIPTION</b>	<b>Wage per week from 01 Sep 2016 to 31 Aug 2017</b>	<b>New Employees on Incentivised Scheme Effective 1 Sep 2016 = 80%</b>	<b>Across-the-Board Increase 7.6%</b>	<b>Wage per week from 01 Sep 2017 to 31 Aug 2018</b>	<b>New Employees on Incentivised Scheme Effective 1 Sep 2017 = 80%</b>
		<b>R</b>	<b>R</b>	<b>R</b>	<b>R</b>	<b>R</b>
(a)	<b>Foreman</b>	1,860.50	1,488.50	141.50	2,002.00	1,601.50
(b)	<b>Designer:</b>					
	(i) Qualified:	2,371.50	1,897.00	180.00	2,551.50	2,041.00
	(ii) Learners:					
	first six months of experience	808.50	647.00	61.50	870.00	696.00
	second six months of experience	941.00	753.00	71.50	1,012.50	810.00
	third six months of experience	1,128.00	902.50	85.50	1,213.50	971.00
	fourth six months of experience	1,256.00	1,005.00	95.50	1,351.50	1,081.00
	fifth six months of experience	1,397.50	1,118.00	106.00	1,503.50	1,203.00
	sixth six months of experience	1,514.50	1,211.50	115.00	1,629.50	1,303.50
	seventh six months of experience	1,649.00	1,319.00	125.50	1,774.50	1,419.50
	eighth six months of experience	1,781.50	1,425.00	135.50	1,917.00	1,533.50
	next four months of experience	1,889.00	1,511.00	143.50	2,032.50	1,626.00
	Thereafter, the wage specified in (b)(i) i.e.	2,371.50	1,897.00	180.00	2,551.50	2,041.00
(c)	<b>Grader:</b>					
	(i) Qualified:	1,702.50	1,362.00	129.50	1,832.00	1,465.50
	(ii) Learners:					
	first six months of experience	801.50	641.00	61.00	862.50	690.00
	second six months of experience	871.50	697.00	66.00	937.50	750.00
	third six months of experience	949.50	759.50	72.00	1,021.50	817.00
	fourth six months of experience	994.00	795.00	75.50	1,069.50	855.50
	fifth six months of experience	1,149.50	919.50	87.50	1,237.00	989.50
	sixth six months of experience	1,231.00	985.00	93.50	1,324.50	1,059.50
	seventh six months of experience	1,298.50	1,039.00	98.50	1,397.00	1,117.50
	eighth six months of experience	1,364.00	1,091.00	103.50	1,467.50	1,174.00
	next four months of experience	1,452.00	1,161.50	110.50	1,562.50	1,250.00
	Thereafter, the wage specified in (c)(i) i.e.	1,702.50	1,362.00	129.50	1,832.00	1,465.50
(d)	<b>Marker-in:</b>					
	(i) Qualified:	1,298.50	1,039.00	98.50	1,397.00	1,117.50
	(ii) Learners:					
	first six months of experience	801.50	641.00	61.00	862.50	690.00
	second six months of experience	859.00	687.00	65.50	924.50	739.50
	third six months of experience	916.50	733.00	69.50	986.00	789.00
	fourth six months of experience	976.50	781.00	74.00	1,050.50	840.50
	next four months of experience	1,092.00	873.50	83.00	1,175.00	940.00
	Thereafter, the wage specified in (d)(i) i.e.	1,298.50	1,039.00	98.50	1,397.00	1,117.50
(e)	<b>Band-knife cutter:</b>					
	Qualified	1,298.50	1,039.00	98.50	1,397.00	1,117.50
	Note: Subject to the availability of a band knife, only a qualified cutter-out shall progress to this class of employee					
(f)	<b>Cutter-out:</b>					
	(i) Qualified:	1,147.50	918.00	87.00	1,234.50	987.50
	(ii) Learners:					

**BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY  
NEW WAGE RATES NEGOTIATED FOR THE EASTERN CAPE (CLOTHING)  
FOR THE PERIOD 1 SEPTEMBER 2017 TO 31 AUGUST 2018**

DESCRIPTION		Wage per week from 01 Sep 2016 to 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 Sep 2016 = 80%	Across-the-Board Increase 7.6%	Wage per week from 01 Sep 2017 to 31 Aug 2018	New Employees on Incentivised Scheme Effective 1 Sep 2017 = 80%
		R	R	R	R	R
	first six months of experience	801.50	641.00	61.00	862.50	690.00
	second six months of experience	839.50	671.50	64.00	903.50	723.00
	third six months of experience	866.50	693.00	66.00	932.50	746.00
	fourth six months of experience	898.00	718.50	68.00	966.00	773.00
	next four months of experience	938.00	750.50	71.50	1,009.50	807.50
	Thereafter, the wage specified in (f)(i) i.e.	1,147.50	918.00	87.00	1,234.50	987.50
<b>(g)</b>	<b>Layer-up:</b>					
	(i) Qualified:	899.00	719.00	68.50	967.50	774.00
	(ii) Learners:					
	first six months of experience	801.50	641.00	61.00	862.50	690.00
	second six months of experience	819.50	655.50	62.50	882.00	705.50
	third six months of experience	834.00	667.00	63.50	897.50	718.00
	fourth six months of experience	846.50	677.00	64.50	911.00	729.00
	Thereafter, the wage specified in (g)(i) i.e.	899.00	719.00	68.50	967.50	774.00
<b>(h)</b>	<b>Specialised presser:</b>					
	(i) Qualified:	1,253.00	1,002.50	95.00	1,348.00	1,078.50
	(ii) Learners:					
	first six months of experience	801.50	641.00	61.00	862.50	690.00
	second six months of experience	836.00	669.00	63.50	899.50	719.50
	third six months of experience	864.50	691.50	65.50	930.00	744.00
	fourth six months of experience	898.00	718.50	68.00	966.00	773.00
	fifth six months of experience	933.50	747.00	71.00	1,004.50	803.50
	sixth six months of experience	965.00	772.00	73.50	1,038.50	831.00
	seventh six months of experience	1,057.50	846.00	80.50	1,138.00	910.50
	eighth six months of experience	1,095.00	876.00	83.00	1,178.00	942.50
	next four months of experience	1,119.00	895.00	85.00	1,204.00	963.00
	Thereafter, the wage specified in (h)(i) i.e.	1,253.00	1,002.50	95.00	1,348.00	1,078.50
<b>(i)</b>	<b>Examiner:</b>					
	(i) Qualified:	1,071.00	857.00	81.50	1,152.50	922.00
	(ii) Learners:					
	first six months of experience	898.00	718.50	68.00	966.00	773.00
	Thereafter, the wage specified in (i)(i) i.e.	1,071.00	857.00	81.50	1,152.50	922.00
<b>(j)(a)</b>	<b>Machinist</b>					
	(i) Qualified:	1,050.00	840.00	80.00	1,130.00	904.00
	(ii) Learners:					
	first six months of experience	801.50	641.00	61.00	862.50	690.00
	second six months of experience	820.50	656.50	62.50	883.00	706.50
	third six months of experience	845.50	676.50	64.50	910.00	728.00
	Thereafter, the wage specified in (j)(i) i.e.	1,050.00	840.00	80.00	1,130.00	904.00
<b>(j)(b)</b>	<b>Presser, trimmer, factory clerk, embroidery machinist and cloak room attendant:</b>					
	(i) Qualified:	1,050.00	840.00	80.00	1,130.00	904.00
	(ii) Learners:					
	first six months of experience	801.50	641.00	61.00	862.50	690.00
	second six months of experience	820.50	656.50	62.50	883.00	706.50

**BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY  
NEW WAGE RATES NEGOTIATED FOR THE EASTERN CAPE (CLOTHING)  
FOR THE PERIOD 1 SEPTEMBER 2017 TO 31 AUGUST 2018**

DESCRIPTION		Wage per week from 01 Sep 2016 to 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 Sep 2016 = 80%	Across-the-Board Increase 7.6%	Wage per week from 01 Sep 2017 to 31 Aug 2018	New Employees on Incentivised Scheme Effective 1 Sep 2017 = 80%
		R	R	R	R	R
	third six months of experience	845.50	676.50	64.50	910.00	728.00
	fourth six months of experience	872.50	698.00	66.50	939.00	751.00
	next four months of experience	896.00	717.00	68.00	964.00	771.00
	Thereafter, the wage specified in (j)(i) i.e.	1,050.00	840.00	80.00	1,130.00	904.00
<b>(k)</b>	<b>Progress examiner:</b>					
	(i) Qualified:	1,061.50	849.00	80.50	1,142.00	913.50
	(ii) Learners:					
	first six months of experience	841.00	673.00	64.00	905.00	724.00
	Thereafter, the wage specified in (k)(i) i.e.	1,061.50	849.00	80.50	1,142.00	913.50
<b>(l)</b>	<b>Despatcher:</b>					
	(i) Qualified:	1,005.00	804.00	76.50	1,081.50	865.00
	(ii) Learners:					
	first six months of experience	848.50	679.00	64.50	913.00	730.50
	Thereafter, the wage specified in (l)(i) i.e.	1,005.00	804.00	76.50	1,081.50	865.00
<b>(m)</b>	<b>Checker in the Knitting section:</b>					
	(i) Qualified:	894.00	715.00	68.00	962.00	769.50
	(ii) Learners:					
	first six months of experience	801.50	641.00	61.00	862.50	690.00
	second six months of experience	819.50	655.50	62.50	882.00	705.50
	third six months of experience	839.50	671.50	64.00	903.50	723.00
	Thereafter, the wage specified in (m)(i) i.e.	894.00	715.00	68.00	962.00	769.50
<b>(n)</b>	<b>General Worker:</b>					
	(i) Qualified:	865.50	692.50	66.00	931.50	745.00
	(ii) Learners:					
	first six months of experience	801.50	641.00	61.00	862.50	690.00
	second six months of experience	819.50	655.50	62.50	882.00	705.50
	Thereafter, the wage specified in (n)(i) i.e.	865.50	692.50	66.00	931.50	745.00
<b>(o)</b>	<b>Steambox pleater:</b>					
	(i) Qualified:	1,021.00	817.00	77.50	1,098.50	879.00
	(ii) Learners:					
	first six months of experience	801.50	641.00	61.00	862.50	690.00
	second six months of experience	838.50	671.00	63.50	902.00	721.50
	third six months of experience	864.50	691.50	65.50	930.00	744.00
	fourth six months of experience	897.00	717.50	68.00	965.00	772.00
	Thereafter, the wage specified in (o)(i) i.e.	1,021.00	817.00	77.50	1,098.50	879.00
<b>(p)</b>	<b>Plain sewer:</b>					
	(i) Qualified:	897.00	717.50	68.00	965.00	772.00
	(ii) Learners:					
	first six months of experience	801.50	641.00	61.00	862.50	690.00
	second six months of experience	810.50	648.50	61.50	872.00	697.50
	third six months of experience	820.50	656.50	62.50	883.00	706.50
	fourth six months of experience	834.00	667.00	63.50	897.50	718.00
	next four months of experience	848.50	679.00	64.50	913.00	730.50
	Thereafter, the wage specified in (p)(i) i.e.	897.00	717.50	68.00	965.00	772.00

**BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY  
NEW WAGE RATES NEGOTIATED FOR THE EASTERN CAPE (CLOTHING)  
FOR THE PERIOD 1 SEPTEMBER 2017 TO 31 AUGUST 2018**

DESCRIPTION		Wage per week from 01 Sep 2016 to 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 Sep 2016 = 80%	Across-the-Board Increase 7.6%	Wage per week from 01 Sep 2017 to 31 Aug 2018	New Employees on Incentivised Scheme Effective 1 Sep 2017 = 80%
		R	R	R	R	R
(q)	<b>General assistant</b>	981.00	785.00	74.50	1,055.50	844.50
(r)	<b>Cleaner</b>	872.50	698.00	66.50	939.00	751.00
(s)	<b>Tea maker</b>	872.50	698.00	66.50	939.00	751.00
(t)	<b>Watchman</b>	1,061.50	849.00	80.50	1,142.00	913.50
(u)	<b>Motor vehicle driver:</b>					
	(i) (aa) does not exceed 453 kg	1,058.00	846.50	80.50	1,138.50	911.00
	(ab) exceeds 453 kg but does not exceed 2	1,138.50	911.00	86.50	1,225.00	980.00
	(ac) exceeds 2 722 kg but does not exceed 4	1,257.00	1,005.50	95.50	1,352.50	1,082.00
	(ad) exceeds 4 536 kg	1,473.50	1,179.00	112.00	1,585.50	1,268.50
	(ii) Part-time driver of a motor vehicle	981.50	785.00	74.50	1,056.00	845.00
(v)	<b>Clicker:</b>					
	(i) Qualified:	1,719.00	1,375.00	130.50	1,849.50	1,479.50
	(ii) Learners:					
	first six months of experience	801.50	641.00	61.00	862.50	690.00
	second six months of experience	866.50	693.00	66.00	932.50	746.00
	third six months of experience	938.50	751.00	71.50	1,010.00	808.00
	fourth six months of experience	1,059.00	847.00	80.50	1,139.50	911.50
	fifth six months of experience	1,140.00	912.00	86.50	1,226.50	981.00
	sixth six months of experience	1,202.00	961.50	91.50	1,293.50	1,035.00
	seventh six months of experience	1,276.50	1,021.00	97.00	1,373.50	1,099.00
	eighth six months of experience	1,342.00	1,073.50	102.00	1,444.00	1,155.00
	next four months of experience	1,414.50	1,131.50	107.50	1,522.00	1,217.50
	Thereafter, the wage specified in (v)(i) i.e.	1,719.00	1,375.00	130.50	1,849.50	1,479.50
(w)	<b>Beader</b>	1,071.00	857.00	81.50	1,152.50	922.00
(x)	<b>Chlorinator</b>	964.00	771.00	73.50	1,037.50	830.00
(y)	<b>Componder</b>	1,140.00	912.00	86.50	1,226.50	981.00
(z)	<b>Dipper</b>					
	(i) Qualified:					
	Category A	1,140.00	912.00	86.50	1,226.50	981.00
	Category B	1,166.00	933.00	88.50	1,254.50	1,003.50
	Category C	1,203.50	963.00	91.50	1,295.00	1,036.00
	(ii) Learners:					
	first six months of experience to Category A	868.00	694.50	66.00	934.00	747.00
	first six months of experience to Category B	1,140.00	912.00	86.50	1,226.50	981.00
	first six months of experience to Category C	1,166.00	933.00	88.50	1,254.50	1,003.50
(aa)	<b>Glove turner</b>	1,383.00	1,106.50	105.00	1,488.00	1,190.50
(ab)	<b>Mouldmaker</b>	1,095.50	876.50	83.50	1,179.00	943.00
(ac)	<b>Packer</b>	921.00	737.00	70.00	991.00	793.00
(ad)	<b>Quality product co-ordinator</b>	1,445.50	1,156.50	110.00	1,555.50	1,244.50
(ae)	<b>A supervisor shall be paid the qualified rate applicable to the employees being supervised, plus 33<sup>1</sup>/<sub>3</sub> per cent:</b>					
	<b>Provided that-</b>					
	(i) a trainee supervisor shall serve a probationary period not exceeding six months and shall be paid the qualified rate applicable to the employees being supervised, plus 10 per cent;					
	(ii) a trainee supervisor, who is not considered suitable for promotion after completion of the probationary period, shall return to his former position at his former wage.					

**BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY  
 NEW WAGE RATES NEGOTIATED FOR THE EASTERN CAPE (CLOTHING)  
 FOR THE PERIOD 1 SEPTEMBER 2017 TO 31 AUGUST 2018**

DESCRIPTION			Wage per week from 01 Sep 2016 to 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 Sep 2016 = 80%	Across-the-Board Increase 7.6%	Wage per week from 01 Sep 2017 to 31 Aug 2018	New Employees on Incentivised Scheme Effective 1 Sep 2017 = 80%
			R	R	R	R	R

**NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with effect from 1 September 2017, increase the Weekly Wage for those employees by the agreed Wage Increase of 7.6% Across-the-Board.**



**NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY (EASTERN CAPE)**  
**KNITTING DIVISION AGREEMENT - GARMENT KNITTING SECTOR ONLY**  
**NEW WAGE RATES NEGOTIATED BY THE PARTIES FOR THE PERIOD**  
**1 SEPTEMBER 2017 TO 31 AUGUST 2018**

WAGE S	GROUP A (i.e. employees on the 0.5% Productivity Incentive)										
DESCRIPTION	Western Cape Knitting Wage Rate per week from 1 Sep 2016 to 31 Aug 2017	Wage per week from 01 Sep 2016 to 31 Aug 2017 (Based on 42.5hrs per week)	New Employees on Incentivised Scheme Effective 1 Sep 2016 = 80%	Wage per week from 01 Sep 2016 to 31 Aug 2017 (Based on 42hrs per week)	New Employees on Incentivised Scheme Effective 1 Sep 2016 = 80%	Western Cape Knitting Wage Rate per week from 1 Sep 2017 to 31 Aug 2018	Wage per week from 01 Sep 2017 to 31 Aug 2018 (Based on 42.5hrs per week)	New Employees on Incentivised Scheme Effective 1 Sep 2017 = 80%	Wage per week from 01 Sep 2017 to 31 Aug 2018 (Based on 42hrs per week)	New Employees on Incentivised Scheme Effective 1 Sep 2017 = 80%	
	R	R	R	R	R	R	R	R	R	R	
<b>Part A - Cutting Department</b>											
<b>Pattern Maker</b>											
(a) Qualified	2,103.50	1998.50	1599.00	1975.00	1,580.00	2263.50	2150.50	1720.50	2125.00	1,700.00	
(b) Learner											
First year											
First six months of experience	1,178.50	1119.50	895.50	1106.50	885.00	1268.00	1204.50	963.50	1190.50	952.50	
Second six months of experience	1,301.50	1236.50	989.00	1222.00	977.50	1400.50	1330.50	1064.50	1315.00	1,052.00	
Second year											
First six months of experience	1,423.50	1352.50	1082.00	1336.50	1,069.00	1531.50	1455.00	1164.00	1438.00	1,150.50	
Second six months of experience	1,554.00	1476.50	1181.00	1469.00	1,167.00	1672.00	1588.50	1271.00	1570.00	1,256.00	
Third year											
First six months of experience	1,695.00	1610.50	1288.50	1591.50	1,273.00	1824.00	1733.00	1386.50	1712.50	1,370.00	
Next four months of experience	1,829.50	1738.00	1390.50	1717.50	1,374.00	1968.50	1870.00	1496.00	1848.00	1,478.50	
Thereafter, the wage specified in (a),	2,103.50	1998.50	1599.00	1975.00	1,580.00	2263.50	2150.50	1720.50	2125.00	1,700.00	
<b>Pattern Grader</b>											
(a) Qualified	1,697.00	1612.00	1289.50	1593.00	1,274.50	1826.00	1734.50	1387.50	1714.00	1,371.00	
(b) Learner											
First year											
First six months of experience	1,107.50	1052.00	841.50	1039.50	831.50	1191.50	1132.00	905.50	1118.50	895.00	
Second six months of experience	1,178.50	1119.50	895.50	1106.50	885.00	1268.00	1204.50	963.50	1190.50	952.50	
Second year											
First six months of experience	1,247.50	1185.00	948.00	1171.00	937.00	1342.50	1275.50	1020.50	1260.50	1,008.50	
Second six months of experience	1,337.00	1270.00	1016.00	1255.00	1,004.00	1438.50	1366.50	1093.00	1350.50	1,080.50	
Third year											
First six months of experience	1,423.50	1352.50	1082.00	1336.50	1,069.00	1531.50	1455.00	1164.00	1438.00	1,150.50	
Next four months of experience	1,615.00	1439.50	1151.50	1422.50	1,138.00	1630.00	1548.50	1239.00	1530.50	1,224.50	
Thereafter, the wage specified in (a),	1,697.00	1612.00	1289.50	1593.00	1,274.50	1826.00	1734.50	1387.50	1714.00	1,371.00	
<b>Football Jersey Cutter</b>											
(a) Qualified	1,180.00	1121.00	897.00	1108.00	886.50	1269.50	1206.00	965.00	1192.00	953.50	
(b) Learner											
First year											
First six months of experience	885.50	841.00	673.00	831.00	665.00	953.00	905.50	724.50	895.00	716.00	
Second six months of experience	938.50	891.50	713.00	881.00	705.00	1010.00	959.50	767.50	948.00	758.50	
Second year											
First six months of experience	988.00	938.50	751.00	927.50	742.00	1063.00	1010.00	808.00	998.00	798.50	
Second six months of experience	1,040.00	988.00	790.50	976.50	781.00	1119.00	1063.00	850.50	1050.50	840.50	
Third year											
First four months of experience	1,091.50	1037.00	829.50	1025.00	820.00	1174.50	1116.00	893.00	1103.00	882.50	
Thereafter, the wage specified in (a),	1,180.00	1121.00	897.00	1108.00	886.50	1269.50	1206.00	965.00	1192.00	953.50	
<b>Layer-up</b>											
(a) Qualified	1,017.00	966.00	773.00	954.50	763.50	1094.50	1040.00	832.00	1028.00	822.50	
(b) Learner											
First year											
First six months of experience	856.50	813.50	651.00	804.00	643.00	921.50	875.50	700.50	865.00	692.00	
Second six months of experience	885.50	841.00	673.00	831.00	665.00	953.00	905.50	724.50	895.00	716.00	
Second year											
First six months of experience	925.00	879.00	703.00	868.50	695.00	995.50	945.50	756.50	934.50	747.50	
Thereafter, the wage specified in (a),	1,017.00	966.00	773.00	954.50	763.50	1094.50	1040.00	832.00	1028.00	822.50	
<b>Part B - Factory Operatives</b>											
<b>Grade A employee</b>											
(a) Qualified	1,301.50	1236.50	989.00	1222.00	977.50	1400.50	1330.50	1064.50	1315.00	1,052.00	
(b) Learner											
First year											
First six months of experience	915.50	869.50	695.50	859.50	687.50	985.00	936.00	749.00	925.00	740.00	
Second six months of experience	987.00	937.50	750.00	926.50	741.00	1062.00	1009.00	807.00	997.00	797.50	
Second year											
First six months of experience	1,054.50	1002.00	801.50	990.00	792.00	1134.50	1078.00	862.50	1065.50	852.50	
Second six months of experience	1,107.50	1052.00	841.50	1039.50	831.50	1191.50	1132.00	905.50	1118.50	895.00	
Third year											
First four months of experience	1,180.00	1121.00	897.00	1108.00	886.50	1269.50	1206.00	965.00	1192.00	953.50	
Thereafter, the wage specified in (a),	1,301.50	1236.50	989.00	1222.00	977.50	1400.50	1330.50	1064.50	1315.00	1,052.00	

**NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY (EASTERN CAPE)**  
**KNITTING DIVISION AGREEMENT - GARMENT KNITTING SECTOR ONLY**  
**NEW WAGE RATES NEGOTIATED BY THE PARTIES FOR THE PERIOD**  
**1 SEPTEMBER 2017 TO 31 AUGUST 2018**

DESCRIPTION	Western Cape Knitting Wage Rate per week from 1 Sep 2016 to 31 Aug 2017	Wage per week from 01 Sep 2016 to 31 Aug 2017 (Based on 42.5hrs per week)	New Employees on Incentivised Scheme Effective 1 Sep 2016 = 80%	Wage per week from 01 Sep 2016 to 31 Aug 2017 (Based on 42hrs per week)	New Employees on Incentivised Scheme Effective 1 Sep 2016 = 80%	Western Cape Knitting Wage Rate per week from 1 Sep 2017 to 31 Aug 2018	Wage per week from 01 Sep 2017 to 31 Aug 2018 (Based on 42.5hrs per week)	New Employees on Incentivised Scheme Effective 1 Sep 2017 = 80%	Wage per week from 01 Sep 2017 to 31 Aug 2018 (Based on 42hrs per week)	New Employees on Incentivised Scheme Effective 1 Sep 2017 = 80%
<b>Grade B employee</b>										
(a) Qualified	1,112.00	1056.50	845.00	1044.00	835.00	1196.50	1136.50	909.00	1123.00	898.50
(b) Learner										
First year										
First six months of experience	901.50	856.50	685.00	846.50	677.00	970.00	921.50	737.00	910.50	728.50
Second six months of experience	949.50	902.00	721.50	891.50	713.00	1021.50	970.50	776.50	959.00	767.00
Second year										
First six months of experience	997.00	947.00	757.50	936.00	749.00	1073.00	1019.50	815.50	1007.50	806.00
Thereafter, the wage specified in (a),	1,112.00	1056.50	845.00	1044.00	835.00	1196.50	1136.50	909.00	1123.00	898.50
(c) If advanced to Grade A employee:										
First six months from date of	1,112.00	1056.50	845.00	1044.00	835.00	1196.50	1136.50	909.00	1123.00	898.50
Second six months from date of	1,144.50	1087.50	870.00	1074.50	869.50	1231.50	1170.00	936.00	1156.00	925.00
Third six months from date of	1,180.00	1121.00	897.00	1108.00	886.50	1269.50	1206.00	965.00	1192.00	953.50
Thereafter, the wage specified for a	1,301.50	1236.50	989.00	1222.00	977.50	1400.50	1330.50	1064.50	1315.00	1,052.00
<b>Grade C employee</b>										
(a) Qualified	987.00	937.50	750.00	926.50	741.00	1062.00	1009.00	807.00	997.00	797.50
(b) Learner										
First year										
First six months of experience	884.00	840.00	672.00	830.00	664.00	951.00	903.50	723.00	893.00	714.50
Second six months of experience	909.00	863.50	691.00	853.50	683.00	978.00	929.00	743.00	918.00	734.50
Thereafter, the wage specified in (a),	987.00	937.50	750.00	926.50	741.00	1062.00	1009.00	807.00	997.00	797.50
(c) If advanced to Grade B employee:										
First six months from date of	987.00	937.50	750.00	926.50	741.00	1062.00	1009.00	807.00	997.00	797.50
Second six months from date of	997.00	947.00	757.50	936.00	749.00	1073.00	1019.50	815.50	1007.50	806.00
Thereafter, the wage specified for a	1,112.00	1056.50	845.00	1044.00	835.00	1196.50	1136.50	909.00	1123.00	898.50
<b>Part C - Clerical Employees</b>										
<b>Clerk</b>										
(a) Qualified	1,432.00	1360.50	1088.50	1344.50	1,075.50	1541.00	1464.00	1171.00	1447.00	1,157.50
(b) Learner										
First year	1,057.00	1004.00	803.00	992.00	793.50	1137.50	1080.50	864.50	1068.00	854.50
Second year	1,149.00	1091.50	873.00	1078.50	863.00	1236.50	1174.50	939.50	1160.50	928.50
Third year										
First four months of experience	1,255.50	1192.50	954.00	1178.50	943.00	1351.00	1283.50	1027.00	1268.50	1,015.00
Thereafter, the wage specified in (a),	1,432.00	1360.50	1088.50	1344.50	1,075.50	1541.00	1464.00	1171.00	1447.00	1,157.50
<b>Factory Clerk</b>										
(a) Qualified	1,075.00	1021.50	817.00	1009.50	807.50	1156.50	1098.50	879.00	1085.50	868.50
(b) Learner										
First year	856.50	813.50	651.00	804.00	643.00	921.50	875.50	700.50	865.00	692.00
Second year	912.00	866.50	693.00	856.50	685.00	981.50	932.50	746.00	921.50	737.00
Third year										
First four months of experience	987.00	937.50	750.00	926.50	741.00	1062.00	1009.00	807.00	997.00	797.50
Thereafter, the wage specified in (a),	1,075.00	1021.50	817.00	1009.50	807.50	1156.50	1098.50	879.00	1085.50	868.50
<b>Part D - General</b>										
<b>Boiler attendant</b>	1,020.50	969.50	775.50	958.00	766.50	1098.00	1043.00	834.50	1030.50	824.50
<b>Despatch packer</b>	1,054.50	1002.00	801.50	990.00	792.00	1134.50	1078.00	862.50	1065.50	852.50
<b>General Worker</b>	987.00	937.50	750.00	926.50	741.00	1062.00	1009.00	807.00	997.00	797.50
<b>Labourer</b>	997.00	947.00	757.50	936.00	749.00	1073.00	1019.50	815.50	1007.50	806.00
<b>Motor vehicle driver of a vehicle, the unladen mass of which, together with the unladen mass of any trailer or trailers drawn by such vehicle -</b>										
(a) does not exceed 1 360 kg	1,054.50	1002.00	801.50	990.00	792.00	1134.50	1078.00	862.50	1065.50	852.50
(b) exceeds 1 360 but not 2 720 kg	1,094.50	1040.00	832.00	1028.00	822.50	1177.50	1118.50	895.00	1105.50	884.50
(c) exceeds 2 720 kg	1,247.50	1185.00	948.00	1171.00	937.00	1342.50	1275.50	1020.50	1260.50	1,008.50
<b>Supervisor, quality controller and instructor</b>	1,337.00	1270.00	1016.00	1255.00	1,004.00	1438.50	1366.50	1093.00	1350.50	1,080.50
<b>Traveller's driver</b>	1,094.50	1040.00	832.00	1028.00	822.50	1177.50	1118.50	895.00	1105.50	884.50
<b>Watchman or caretaker, whose ordinary hours of work are -</b>										
(a) less than 60 hours per week	1,137.00	1080.00	864.00	1067.50	854.00	1223.50	1162.50	930.00	1149.00	919.00
(b) 60 hours per week	1,193.50	1134.00	907.00	1120.50	896.50	1284.00	1220.00	976.00	1205.50	964.50
<b>NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with effect from 1 September 2017, Increase the Weekly Wage in line with this schedule.</b>										

**NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY (EASTERN CAPE)**  
**KNITTING DIVISION AGREEMENT - GARMENT KNITTING SECTOR ONLY**  
**NEW WAGE RATES NEGOTIATED BY THE PARTIES FOR THE PERIOD**  
**1 SEPTEMBER 2017 TO 31 AUGUST 2018**

WAGES	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)										
	DESCRIPTION	Western Cape Knitting Wage Rate per week from 1 Sep 2016 to 31 Aug 2017	Wage per week from 01 Sep 2016 to 31 Aug 2017 (Based on 42.5hrs per week)	New Employees on Incentivised Scheme Effective 1 Sep 2016 = 80%	Wage per week from 01 Sep 2016 to 31 Aug 2017 (Based on 42hrs per week)	New Employees on Incentivised Scheme Effective 1 Sep 2016 = 80%	Western Cape Knitting Wage Rate per week from 1 Sep 2017 to 31 Aug 2018	Wage per week from 01 Sep 2017 to 31 Aug 2018 (Based on 42.5hrs per week)	New Employees on Incentivised Scheme Effective 1 Sep 2017 = 80%	Wage per week from 01 Sep 2017 to 31 Aug 2018 (Based on 42hrs per week)	New Employees on Incentivised Scheme Effective 1 Sep 2017 = 80%
		R	R	R	R	R	R	R	R	R	R
<b>Part A - Cutting Department</b>											
<b>Pattern Maker:</b>											
(a)	Qualified	2112.50	2007.00	1605.50	1983.50	1,587.00	2273.00	2159.50	1727.50	2134.00	1,707.00
(b)	Learner										
	First year										
	First six months of experience	1182.50	1123.50	899.00	1110.50	888.50	1272.50	1209.00	967.00	1195.00	956.00
	Second six months of experience	1305.50	1240.00	992.00	1225.50	980.50	1404.50	1334.50	1067.50	1319.00	1,055.00
	Second year										
	First six months of experience	1430.00	1358.50	1087.00	1342.50	1,074.00	1538.50	1461.50	1169.00	1444.50	1,155.50
	Second six months of experience	1562.00	1484.00	1187.00	1466.50	1,173.00	1680.50	1596.50	1277.00	1577.50	1,262.00
	Third year										
	First six months of experience	1702.00	1617.00	1293.50	1598.00	1,278.50	1831.50	1740.00	1392.00	1719.50	1,375.50
	Next four months of experience	1838.00	1746.00	1397.00	1725.50	1,380.50	1977.50	1878.50	1503.00	1856.50	1,485.00
	Thereafter, the wage specified in (a), i.e.	2112.50	2007.00	1605.50	1983.50	1,587.00	2273.00	2159.50	1727.50	2134.00	1,707.00
<b>Pattern Grader</b>											
(a)	Qualified	1703.50	1618.50	1295.00	1599.50	1,279.50	1833.00	1741.50	1393.00	1721.00	1,377.00
(b)	Learner										
	First year										
	First six months of experience	1114.00	1058.50	847.00	1046.00	837.00	1198.50	1138.50	911.00	1125.00	900.00
	Second six months of experience	1182.50	1123.50	899.00	1110.50	888.50	1272.50	1209.00	967.00	1195.00	956.00
	Second year										
	First six months of experience	1254.50	1192.00	953.50	1178.00	942.50	1350.00	1282.50	1026.00	1267.50	1,014.00
	Second six months of experience	1343.00	1276.00	1021.00	1281.00	1,009.00	1445.00	1373.00	1098.50	1357.00	1,085.50
	Third year										
	First six months of experience	1430.00	1358.50	1087.00	1342.50	1,074.00	1538.50	1461.50	1169.00	1444.50	1,155.50
	Next four months of experience	1523.00	1447.00	1157.50	1430.00	1,144.00	1638.50	1556.50	1245.00	1538.00	1,230.50
	Thereafter, the wage specified in (a), i.e.	1703.50	1618.50	1295.00	1599.50	1,279.50	1833.00	1741.50	1393.00	1721.00	1,377.00
<b>Football Jersey Cutter</b>											
(a)	Qualified	1185.00	1126.00	901.00	1113.00	890.50	1275.00	1211.50	969.00	1197.00	957.50
(b)	Learner										
	First year										
	First six months of experience	889.00	844.50	675.50	834.50	667.50	956.50	908.50	727.00	898.00	718.50
	Second six months of experience	942.50	895.50	716.50	885.00	708.00	1014.00	963.50	771.00	952.00	761.50
	Second year										
	First six months of experience	992.50	943.00	754.50	932.00	745.50	1068.00	1014.50	811.50	1002.50	802.00
	Second six months of experience	1045.50	993.00	794.50	981.50	785.00	1125.00	1069.00	855.00	1056.50	845.00
	Third year										
	First four months of experience	1095.50	1040.50	832.50	1028.50	823.00	1179.00	1120.00	896.00	1107.00	885.50
	Thereafter, the wage specified in (a), i.e.	1185.00	1126.00	901.00	1113.00	890.50	1275.00	1211.50	969.00	1197.00	957.50
<b>Layer-up</b>											
(a)	Qualified	1021.00	970.00	776.00	958.50	767.00	1098.50	1043.50	835.00	1031.00	825.00
(b)	Learner										
	First year										
	First six months of experience	859.50	816.50	653.00	807.00	645.50	925.00	879.00	703.00	868.50	695.00
	Second six months of experience	889.00	844.50	675.50	834.50	667.50	956.50	908.50	727.00	898.00	718.50
	Second year										
	First six months of experience	930.00	883.50	707.00	873.00	698.50	1000.50	950.50	760.50	939.50	751.50
	Thereafter, the wage specified in (a), i.e.	1021.00	970.00	776.00	958.50	767.00	1098.50	1043.50	835.00	1031.00	825.00
<b>Part B - Factory Operatives</b>											
<b>Grade A employee:</b>											
(a)	Qualified	1305.50	1240.00	992.00	1225.50	980.50	1404.50	1334.50	1067.50	1319.00	1,055.00
(b)	Learner										
	First year										
	First six months of experience	919.00	873.00	698.50	862.50	690.00	989.00	939.50	751.50	928.50	743.00
	Second six months of experience	990.50	941.00	753.00	930.00	744.00	1066.00	1012.50	810.00	1000.50	800.50
	Second year										
	First six months of experience	1058.00	1005.00	804.00	993.00	794.50	1138.50	1081.50	865.00	1069.00	855.00
	Second six months of experience	1114.00	1058.50	847.00	1046.00	837.00	1198.50	1138.50	911.00	1125.00	900.00
	Third year										
	First four months of experience	1185.00	1126.00	901.00	1113.00	890.50	1275.00	1211.50	969.00	1197.00	957.50

NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY (EASTERN CAPE)  
 KNITTING DIVISION AGREEMENT - GARMENT KNITTING SECTOR ONLY  
 NEW WAGE RATES NEGOTIATED BY THE PARTIES FOR THE PERIOD  
 1 SEPTEMBER 2017 TO 31 AUGUST 2018

DESCRIPTION	Western Cape Knitting Wage Rate per week from 1 Sep 2016 to 31 Aug 2017	Wage per week from 01 Sep 2016 to 31 Aug 2017 (Based on 42.5hrs per week)	New Employees on Incentivise d Scheme Effective 1 Sep 2016 = 80%	Wage per week from 01 Sep 2016 to 31 Aug 2017 (Based on 42hrs per week)	New Employees on Incentivise d Scheme Effective 1 Sep 2016 = 80%	Western Cape Knitting Wage Rate per week from 1 Sep 2017 to 31 Aug 2018	Wage per week from 01 Sep 2017 to 31 Aug 2018 (Based on 42.5hrs per week)	New Employees on Incentivise d Scheme Effective 1 Sep 2017 = 80%	Wage per week from 01 Sep 2017 to 31 Aug 2018 (Based on 42hrs per week)	New Employees on Incentivise d Scheme Effective 1 Sep 2017 = 80%
	R	R	R	R	R	R	R	R	R	R
Thereafter, the wage specified in (a), i.e.	1305.50	1240.00	992.00	1225.50	980.50	1404.50	1334.50	1067.50	1319.00	1,055.00

**NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY (EASTERN CAPE)**  
**KNITTING DIVISION AGREEMENT - GARMENT KNITTING SECTOR ONLY**  
**NEW WAGE RATES NEGOTIATED BY THE PARTIES FOR THE PERIOD**  
**1 SEPTEMBER 2017 TO 31 AUGUST 2018**

DESCRIPTION		Western Cape Knitting Wage Rate per week from 1 Sep 2016 to 31 Aug 2017	Wage per week from 01 Sep 2016 to 31 Aug 2017 (Based on 42.5hrs per week)	New Employees on Incentivised Scheme Effective 1 Sep 2016 = 80%	Wage per week from 01 Sep 2016 to 31 Aug 2017 (Based on 42hrs per week)	New Employees on Incentivised Scheme Effective 1 Sep 2016 = 80%	Western Cape Knitting Wage Rate per week from 1 Sep 2017 to 31 Aug 2018	Wage per week from 01 Sep 2017 to 31 Aug 2018 (Based on 42.5hrs per week)	New Employees on Incentivised Scheme Effective 1 Sep 2017 = 80%	Wage per week from 01 Sep 2017 to 31 Aug 2018 (Based on 42hrs per week)	New Employees on Incentivised Scheme Effective 1 Sep 2017 = 80%
		R	R	R	R	R	R	R	R	R	R
<b>Grade B employee:</b>											
(a)	Qualified	1116.00	1060.00	848.00	1047.50	838.00	1201.00	1141.00	913.00	1127.50	902.00
(b)	Learner										
	First year										
	First six months of experience	906.50	861.00	689.00	851.00	681.00	975.50	926.50	741.00	915.50	732.50
	Second six months of experience	953.00	905.50	724.50	895.00	716.00	1025.50	974.00	779.00	962.50	770.00
	Second year										
	First six months of experience	1001.00	951.00	761.00	940.00	752.00	1077.00	1023.00	818.50	1011.00	809.00
	Thereafter, the wage specified in (a), i.e.	1116.00	1060.00	848.00	1047.50	838.00	1201.00	1141.00	913.00	1127.50	902.00
(c)	If advanced to Grade A employee:										
	First six months from date of advancement	1116.00	1060.00	848.00	1047.50	838.00	1201.00	1141.00	913.00	1127.50	902.00
	Second six months from date of	1149.50	1092.00	873.50	1079.00	863.00	1237.00	1175.00	940.00	1161.00	929.00
	Third six months from date of advancement	1185.00	1126.00	901.00	1113.00	890.50	1275.00	1211.50	969.00	1197.00	957.50
	Thereafter, the wage specified for a	1305.50	1240.00	992.00	1225.50	980.50	1404.50	1334.50	1067.50	1319.00	1,055.00
<b>Grade C employee:</b>											
(a)	Qualified	990.50	941.00	753.00	930.00	744.00	1066.00	1012.50	810.00	1000.50	800.50
(b)	Learner										
	First year										
	First six months of experience	888.00	843.50	675.00	833.50	667.00	955.50	907.50	726.00	897.00	717.50
	Second six months of experience	913.50	868.00	694.50	858.00	686.50	983.00	934.00	747.00	923.00	738.50
	Thereafter, the wage specified in (a), i.e.	990.50	941.00	753.00	930.00	744.00	1066.00	1012.50	810.00	1000.50	800.50
(c)	If advanced to Grade B employee:										
	First six months from date of advancement	990.50	941.00	753.00	930.00	744.00	1066.00	1012.50	810.00	1000.50	800.50
	Second six months from date of	1001.00	951.00	761.00	940.00	752.00	1077.00	1023.00	818.50	1011.00	809.00
	Thereafter, the wage specified for a qualified Grade B employee, i.e.	1116.00	1060.00	848.00	1047.50	838.00	1201.00	1141.00	913.00	1127.50	902.00
<b>Part C - Clerical employees</b>											
<b>Clerk</b>											
(a)	Qualified	1439.50	1367.50	1094.00	1351.50	1,081.00	1549.00	1471.50	1177.00	1454.00	1,163.00
(b)	Learner										
	First year	1061.00	1008.00	806.50	996.00	797.00	1141.50	1084.50	867.50	1071.50	857.00
	Second year	1154.50	1097.00	877.50	1084.00	867.00	1242.00	1180.00	944.00	1166.00	933.00
	Third year										
	First four months of experience	1261.00	1198.00	958.50	1184.00	947.00	1357.00	1289.00	1031.00	1274.00	1,019.00
	Thereafter, the wage specified in (a), i.e.	1439.50	1367.50	1094.00	1351.50	1,081.00	1549.00	1471.50	1177.00	1454.00	1,163.00
<b>Factory Clerk</b>											
(a)	Qualified	1081.00	1027.00	821.50	1015.00	812.00	1163.00	1105.00	884.00	1092.00	873.50
(b)	Learner										
	First year	859.50	816.50	653.00	807.00	645.50	925.00	879.00	703.00	868.50	695.00
	Second year	916.50	870.50	696.50	860.50	688.50	986.00	936.50	749.00	925.50	740.50
	Third year										
	First four months of experience	990.50	941.00	753.00	930.00	744.00	1066.00	1012.50	810.00	1000.50	800.50
	Thereafter, the wage specified in (a), i.e.	1081.00	1027.00	821.50	1015.00	812.00	1163.00	1105.00	884.00	1092.00	873.50
<b>Part D - General</b>											
	<b>Boiler attendant</b>	1025.50	974.00	779.00	962.50	770.00	1103.50	1048.50	839.00	1036.00	829.00
	<b>Despatch packer</b>	1058.00	1005.00	804.00	993.00	794.50	1138.50	1081.50	865.00	1069.00	855.00
	<b>General Worker</b>	990.50	941.00	753.00	930.00	744.00	1066.00	1012.50	810.00	1000.50	800.50
	<b>Labourer</b>	1001.00	951.00	761.00	940.00	752.00	1077.00	1023.00	818.50	1011.00	809.00
	<b>Motor vehicle driver of a vehicle, the unladen mass of which, together with the unladen mass of any trailer or trailers drawn by such vehicle -</b>										
(a)	does not exceed 1 360 kg	1058.00	1005.00	804.00	993.00	794.50	1138.50	1081.50	865.00	1069.00	855.00
(b)	exceeds 1 360 but not 2 720 kg	1099.00	1044.00	835.00	1031.50	825.00	1182.50	1123.50	899.00	1110.50	888.50
(c)	exceeds 2 720 kg	1254.50	1192.00	953.50	1178.00	942.50	1350.00	1282.50	1026.00	1267.50	1,014.00
	<b>Supervisor, quality controller and instructor</b>	1343.00	1276.00	1021.00	1261.00	1,009.00	1445.00	1373.00	1098.50	1357.00	1,085.50
	<b>Traveller's driver</b>	1099.00	1044.00	835.00	1031.50	825.00	1182.50	1123.50	899.00	1110.50	888.50
	<b>Watchman or caretaker, whose ordinary hours of work are -</b>										
(a)	less than 60 hours per week	1142.50	1085.50	868.50	1072.50	858.00	1229.50	1168.00	934.50	1154.50	923.50
(b)	60 hours per week	1199.50	1139.50	911.50	1126.00	901.00	1290.50	1226.00	981.00	1211.50	969.00

NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY (EASTERN CAPE)  
 KNITTING DIVISION AGREEMENT - GARMENT KNITTING SECTOR ONLY  
 NEW WAGE RATES NEGOTIATED BY THE PARTIES FOR THE PERIOD  
 1 SEPTEMBER 2017 TO 31 AUGUST 2018

DESCRIPTION	Western Cape Knitting Wage Rate per week from 1 Sep 2016 to 31 Aug 2017	Wage per week from 01 Sep 2016 to 31 Aug 2017 (Based on 42.5hrs per week)	New Employees on Incentivise d Scheme Effective 1 Sep 2016 = 80%	Wage per week from 01 Sep 2016 to 31 Aug 2017 (Based on 42hrs per week)	New Employees on Incentivise d Scheme Effective 1 Sep 2016 = 80%	Western Cape Knitting Wage Rate per week from 1 Sep 2017 to 31 Aug 2018	Wage per week from 01 Sep 2017 to 31 Aug 2018 (Based on 42.5hrs per week)	New Employees on Incentivise d Scheme Effective 1 Sep 2017 = 80%	Wage per week from 01 Sep 2017 to 31 Aug 2018 (Based on 42hrs per week)	New Employees on Incentivise d Scheme Effective 1 Sep 2017 = 80%
	R	R	R	R	R	R	R	R	R	R
NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with effect from 1 September 2017, increase the Weekly Wage in line with this schedule.										