

**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 MARCH 2021 TO 31 AUGUST 2021**

WAGES		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)				
DESCRIPTION		Western Cape Knitting Wage Rate per week from 1 Sep 2019 to 31 Aug 2020	Wage per week from 01 Sep 2019 to 31 Aug 2020 (Based on 42.5hrs per week)	New Ees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has	Wage per week from 01 Sep 2019 to 31 Aug 2020 (Based on 42hrs per week)	New Ees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted
		R	R	R	R	R
Part A - Cutting Department						
Pattern Maker						
(a)	Qualified	2603.50	2473.50	1 979.00	2 444.50	1 955.50
(b)	Learner					
	First year					
	First six months of experience	1458.00	1385.00	1 108.00	1 368.50	1 095.00
	Second six months of experience	1610.50	1530.00	1 224.00	1 512.00	1 209.50
	Second year					
	First six months of experience	1761.50	1673.50	1 339.00	1 654.00	1 323.00
	Second six months of experience	1923.00	1827.00	1 461.50	1 805.50	1 444.50
	Third year					
	First six months of experience	2098.00	1993.00	1 594.50	1 969.50	1 575.50
	Next four months of experience	2263.50	2150.50	1 720.50	2 125.00	1 700.00
	Thereafter, the wage specified in (a), i.e.	2603.50	2473.50	1 979.00	2 444.50	1 955.50
Pattern Grader						
(a)	Qualified	2100.00	1995.00	1 596.00	1 971.50	1 577.00
(b)	Learner					
	First year					
	First six months of experience	1370.50	1302.00	1 041.50	1 286.50	1 029.00
	Second six months of experience	1458.00	1385.00	1 108.00	1 368.50	1 095.00
	Second year					
	First six months of experience	1543.50	1466.50	1 173.00	1 449.00	1 159.00
	Second six months of experience	1654.50	1572.00	1 257.50	1 553.50	1 243.00
	Third year					
	First six months of experience	1761.50	1673.50	1 339.00	1 654.00	1 323.00
	Next four months of experience	1875.00	1781.50	1 425.00	1 760.50	1 408.50
	Thereafter, the wage specified in (a), i.e.	2100.00	1995.00	1 596.00	1 971.50	1 577.00
Football Jersey Cutter						
(a)	Qualified	1459.50	1386.50	1 109.00	1 370.00	1 096.00
(b)	Learner					
	First year					

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	First six months of experience	1096.00	1041.00	882.50	1 029.00	872.00
	Second six months of experience	1162.00	1104.00	883.00	1 091.00	873.00
Second year						
	First six months of experience	1222.00	1161.00	929.00	1 147.50	918.00
	Second six months of experience	1287.00	1222.50	978.00	1 208.00	966.50
Third year						
	First four months of experience	1350.50	1283.00	1 026.50	1 268.00	1 014.50
	Thereafter, the wage specified in (a), i.e.	1459.50	1386.50	1 109.00	1 370.00	1 096.00
Layer-up						
(a)	Qualified	1258.50	1195.50	956.50	1 181.50	945.00
(b)	Learner					
First year						
	First six months of experience	1059.50	1006.50	882.50	994.50	872.00
	Second six months of experience	1096.00	1041.00	882.50	1 029.00	872.00
Second year						
	First six months of experience	1144.50	1087.50	882.50	1 074.50	872.00
	Thereafter, the wage specified in (a), i.e.	1258.50	1195.50	956.50	1 181.50	945.00
Part B - Factory Operatives						
Grade A employee						
(a)	Qualified	1610.50	1530.00	1 224.00	1 512.00	1 209.50
(b)	Learner					
First year						
	First six months of experience	1133.00	1076.50	861.00	1 064.00	851.00
	Second six months of experience	1221.00	1160.00	928.00	1 146.50	917.00
Second year						
	First six months of experience	1304.50	1239.50	991.50	1 225.00	980.00
	Second six months of experience	1370.50	1302.00	1 041.50	1 286.50	1 029.00
Third year						
	First four months of experience	1459.50	1386.50	1 109.00	1 370.00	1 096.00
	Thereafter, the wage specified in (a), i.e.	1610.50	1530.00	1 224.00	1 512.00	1 209.50
Grade B employee						

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(a)	Qualified	1375.50	1306.50	1 045.00	1 291.00	1 033.00
(b)	Learner					
	First year					
	First six months of experience	1116.00	1060.00	850.00	1 047.50	840.00
	Second six months of experience	1174.50	1116.00	893.00	1 103.00	882.50
	Second year					
	First six months of experience	1234.00	1172.50	938.00	1 158.50	927.00
	Thereafter, the wage specified in (a), i.e.	1375.50	1306.50	1 045.00	1 291.00	1 033.00
(c)	If advanced to Grade A employee					
	First six months from date of advancement	1375.50	1306.50	1 045.00	1 291.00	1 033.00
	Second six months from date of advancement	1416.50	1345.50	1 076.50	1 329.50	1 063.50
	Third six months from date of advancement	1459.50	1386.50	1 109.00	1 370.00	1 096.00
	Thereafter, the wage specified for a qualified Grade A employee, i.e.	1610.50	1530.00	1 224.00	1 512.00	1 209.50
Grade C employee						
(a)	Qualified	1221.00	1160.00	928.00	1 146.50	917.00
(b)	Learner					
	First year					
	First six months of experience	1094.00	1039.50	850.00	1 027.50	840.00
	Second six months of experience	1125.00	1069.00	855.00	1 056.50	845.00
	Thereafter, the wage specified in (a), i.e.	1221.00	1160.00	928.00	1 146.50	917.00
(c)	If advanced to Grade B employee					
	First six months from date of advancement	1221.00	1160.00	928.00	1 146.50	917.00
	Second six months from date of advancement	1234.00	1172.50	938.00	1 158.50	927.00
	Thereafter, the wage specified for a qualified Grade B employee, i.e.	1375.50	1306.50	1 045.00	1 291.00	1 033.00
Part C - Clerical Employees						
Clerk						
(a)	Qualified	1772.00	1683.50	1 347.00	1 663.50	1 331.00

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(b)	Learner					
	First year	1308.50	1243.00	994.50	1 228.50	983.00
	Second year	1421.50	1350.50	1 080.50	1 334.50	1 067.50
	Third year					
	First four months of experience	1554.00	1476.50	1 181.00	1 459.00	1 167.00
	Thereafter, the wage specified in (a), i.e.	1772.00	1683.50	1 347.00	1 663.50	1 331.00
Factory Clerk						
(a)	Qualified	1329.50	1263.00	1 010.50	1 248.00	998.50
(b)	Learner					
	First year	1059.50	1006.50	882.50	994.50	872.00
	Second year	1128.50	1072.00	882.50	1 059.50	872.00
	Third year					
	First four months of experience	1221.00	1160.00	928.00	1 146.50	917.00
	Thereafter, the wage specified in (a), i.e.	1329.50	1263.00	1 010.50	1 248.00	998.50
Part D - General						
Boiler attendant		1263.00	1200.00	960.00	1 186.00	949.00
Despatch packer		1304.50	1239.50	991.50	1 225.00	980.00
General Worker		1221.00	1160.00	928.00	1 146.50	917.00
Labourer		1234.00	1172.50	938.00	1 158.50	927.00
Motor vehicle driver of a vehicle,						
(a)	does not exceed 1 360 kg	1304.50	1239.50	991.50	1 225.00	980.00
(b)	exceeds 1 360 but not 2 720 kg	1354.50	1287.00	1 029.50	1 272.00	1 017.50
(c)	exceeds 2 720 kg	1543.50	1466.50	1 173.00	1 449.00	1 159.00
Supervisor, quality controller and		1654.50	1572.00	1 257.50	1 553.50	1 243.00
Traveller's driver		1354.50	1287.00	1 029.50	1 272.00	1 017.50
Watchman or caretaker, whose						
(a)	less than 60 hours per week	1407.50	1337.00	1 069.50	1 321.50	1 057.00
(b)	60 hours per week	1477.00	1403.00	1 122.50	1 386.50	1 109.00
NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with effect from 1						