

**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 B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)				
DESCRIPTION		Western Cape Knitting Wage Rate per week from 1 Sep 2019	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	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
		R	R	R	R	R
Part A - Cutting Department						
Pattern Maker:						
(a)	Qualified	2614.00	2483.50	1 987.00	2 454.50	1 963.50
(b)	Learner					
	First year					
	First six months of experience	1463.50	1390.50	1 112.50	1 374.00	1 099.00
	Second six months of experience	1615.50	1534.50	1 227.50	1 516.50	1 213.00
	Second year					
	First six months of experience	1769.50	1681.00	1 345.00	1 661.00	1 329.00
	Second six months of experience	1932.50	1836.00	1 469.00	1 814.50	1 451.50
	Third year					
	First six months of experience	2106.50	2001.00	1 601.00	1 977.50	1 582.00
	Next four months of experience	2274.50	2161.00	1 729.00	2 135.50	1 708.50
	Thereafter, the wage specified in (a), i.e.	2614.00	2483.50	1 987.00	2 454.50	1 963.50
Pattern Grader						
(a)	Qualified	2108.00	2002.50	1 602.00	1 979.00	1 583.00
(b)	Learner					
	First year					
	First six months of experience	1378.50	1309.50	1 047.50	1 294.00	1 035.00
	Second six months of experience	1463.50	1390.50	1 112.50	1 374.00	1 099.00
	Second year					
	First six months of experience	1553.00	1475.50	1 180.50	1 458.00	1 166.50
	Second six months of experience	1662.00	1579.00	1 263.00	1 560.50	1 248.50
	Third year					
	First six months of experience	1769.50	1681.00	1 345.00	1 661.00	1 329.00
	Next four months of experience	1884.50	1790.50	1 432.50	1 769.50	1 415.50
	Thereafter, the wage specified in (a), i.e.	2108.00	2002.50	1 602.00	1 979.00	1 583.00
Football Jersey Cutter						
(a)	Qualified	1466.00	1392.50	1 114.00	1 376.00	1 101.00
(b)	Learner					
	First year					
	First six months of experience	1099.50	1044.50	882.50	1 032.00	872.00
	Second six months of experience	1166.00	1107.50	886.00	1 094.50	875.50

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		R	R	R	R	R
	Second year					
	First six months of experience	1228.00	1166.50	933.00	1 153.00	922.50
	Second six months of experience	1294.00	1229.50	983.50	1 215.00	972.00
	Third year					
	First four months of experience	1356.00	1288.00	1 030.50	1 273.00	1 018.50
	Thereafter, the wage specified in (a), i.e.	1466.00	1392.50	1 114.00	1 376.00	1 101.00
Layer-up						
(a)	Qualified	1263.50	1200.50	960.50	1 186.50	949.00
(b)	Learner					
	First year					
	First six months of experience	1064.00	1011.00	882.50	999.00	872.00
	Second six months of experience	1099.50	1044.50	882.50	1 032.00	872.00
	Second year					
	First six months of experience	1150.50	1093.00	882.50	1 080.00	872.00
	Thereafter, the wage specified in (a), i.e.	1263.50	1200.50	960.50	1 186.50	949.00
Part B - Factory Operatives						
Grade A employee:						
(a)	Qualified	1615.50	1534.50	1 227.50	1 516.50	1 213.00
(b)	Learner					
	First year					
	First six months of experience	1137.00	1080.00	882.50	1 067.50	872.00
	Second six months of experience	1226.00	1164.50	931.50	1 151.00	921.00
	Second year					
	First six months of experience	1309.50	1244.00	995.00	1 229.50	983.50
	Second six months of experience	1378.50	1309.50	1 047.50	1 294.00	1 035.00
	Third year					
	First four months of experience	1466.00	1392.50	1 114.00	1 376.00	1 101.00
	Thereafter, the wage specified in (a), i.e.	1615.50	1534.50	1 227.50	1 516.50	1 213.00
Grade B employee:						
(a)	Qualified	1381.00	1312.00	1 049.50	1 296.50	1 037.00
(b)	Learner					
	First year					
	First six months of experience	1121.50	1065.50	882.50	1 053.00	872.00

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		R	R	R	R	R
	Second six months of experience	1179.50	1120.50	896.50	1 107.50	886.00
	Second year					
	First six months of experience	1239.00	1177.00	941.50	1 163.00	930.50
	Thereafter, the wage specified in (a), i.e.	1381.00	1312.00	1 049.50	1 296.50	1 037.00
(c)	If advanced to Grade A					
	First six months from date of advancement	1381.00	1312.00	1 049.50	1 296.50	1 037.00
	Second six months from date of advancement	1423.00	1352.00	1 081.50	1 336.00	1 069.00
	Third six months from date of advancement	1466.00	1392.50	1 114.00	1 376.00	1 101.00
	Thereafter, the wage specified for a qualified Grade A employee, i.e.	1615.50	1534.50	1 227.50	1 516.50	1 213.00
Grade C employee:						
(a)	Qualified	1226.00	1164.50	931.50	1 151.00	921.00
(b)	Learner					
	First year					
	First six months of experience	1098.50	1043.50	882.50	1 031.00	872.00
	Second six months of experience	1130.00	1073.50	882.50	1 061.00	872.00
	Thereafter, the wage specified in (a), i.e.	1226.00	1164.50	931.50	1 151.00	921.00
(c)	If advanced to Grade B					
	First six months from date of advancement	1226.00	1164.50	931.50	1 151.00	921.00
	Second six months from date of advancement	1239.00	1177.00	941.50	1 163.00	930.50
	Thereafter, the wage specified for a qualified Grade B employee, i.e.	1381.00	1312.00	1 049.50	1 296.50	1 037.00
Part C - Clerical employees						
Clerk						
(a)	Qualified	1781.00	1692.00	1 353.50	1 672.00	1 337.50
(b)	Learner					
	First year	1312.50	1247.00	997.50	1 232.50	986.00
	Second year	1428.00	1356.50	1 085.00	1 340.50	1 072.50
	Third year					

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			R	R	R	R	R
		First four months of experience	1561.00	1483.00	1 186.50	1 465.50	1 172.50
		Thereafter, the wage specified in (a), i.e.	1781.00	1692.00	1 353.50	1 672.00	1 337.50
Factory Clerk							
(a)		Qualified	1337.00	1270.00	1 016.00	1 255.00	1 004.00
(b)		Learner					
		First year	1064.00	1011.00	882.50	999.00	872.00
		Second year	1134.00	1077.50	882.50	1 065.00	872.00
		Third year					
		First four months of experience	1226.00	1164.50	931.50	1 151.00	921.00
		Thereafter, the wage specified in (a), i.e.	1337.00	1270.00	1 016.00	1 255.00	1 004.00
Part D - General							
Boiler attendant			1269.50	1206.00	965.00	1 192.00	953.50
Despatch packer			1309.50	1244.00	995.00	1 229.50	983.50
General Worker			1226.00	1164.50	931.50	1 151.00	921.00
Labourer			1239.00	1177.00	941.50	1 163.00	930.50
Motor vehicle driver of a vehicle,							
(a)		does not exceed 1 360	1309.50	1244.00	995.00	1 229.50	983.50
(b)		exceeds 1 360 but not 2	1359.50	1291.50	1 033.00	1 276.50	1 021.00
(c)		exceeds 2 720 kg	1553.00	1475.50	1 180.50	1 458.00	1 166.50
Supervisor, quality controller and			1662.00	1579.00	1 263.00	1 560.50	1 248.50
Traveller's driver			1359.50	1291.50	1 033.00	1 276.50	1 021.00
Watchman or caretaker, whose							
(a)		less than 60 hours per	1413.50	1343.00	1 074.50	1 327.00	1 061.50
(b)		60 hours per week	1484.50	1410.50	1 128.50	1 394.00	1 115.00
NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with effect from							