

| WAGE SCHEDULE | | | GROUP A (i.e Employers contributing to the Productivity incentive Scheme) | | | | |
|------------------------------|-----|---|--|---|--------------------------------|---|---|
| Description of Occupation | | | Wage per week from 01 Sep 2019 to 31 Aug 2020 | New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage) | Across-the-Board-Increase 3.7% | Wage per week from 01 Mar 2021 to 31 Aug 2021 | New Employees on Incentivised Scheme Effective 1 March 2021 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage) |
| Part A | | | R | R | R | R | R |
| GRADE 1 | | | | | | | |
| | (a) | Qualified | 1 379,10 | 1 103,30 | 51,05 | 1 430,15 | 1 144,10 |
| | (b) | Learner | | | | | |
| | | 0 - 6 months | 910,25 | 882,30 | 33,70 | 943,95 | 882,30 |
| | | 7 - 12 months | 1 006,95 | 882,30 | 37,25 | 1 044,20 | 882,30 |
| | | 13 - 18 months ** | 1 103,40 | 882,70 | 40,85 | 1 144,25 | 915,40 |
| | | Thereafter, the qualifying wage applies | 1 379,10 | 1 103,30 | 51,05 | 1 430,15 | 1 144,10 |
| GRADE 2 | | | | | | | |
| | (a) | Qualified | 1 198,55 | 958,85 | 44,35 | 1 242,90 | 994,30 |
| | (b) | Learner | | | | | |
| | | 0 - 6 months | 905,40 | 882,30 | 33,50 | 938,90 | 882,30 |
| | | Thereafter, the qualifying wage applies | 1 198,55 | 958,85 | 44,35 | 1 242,90 | 994,30 |
| GRADE A | | | | | | | |
| | (a) | Qualified | 1 228,10 | 982,50 | 45,45 | 1 273,55 | 1 018,85 |
| | (b) | Learner | | | | | |
| | | 0 - 6 months | 953,90 | 882,30 | 35,30 | 989,20 | 882,30 |
| | | Thereafter, the qualifying wage applies | 1 228,10 | 982,50 | 45,45 | 1 273,55 | 1 018,85 |
| HEAD CUTTER | | | 2 200,30 | 1 760,25 | 81,40 | 2 281,70 | 1 825,35 |
| ASSISTANT HEAD CUTTER | | | 1 760,10 | 1 408,10 | 65,10 | 1 825,20 | 1 460,15 |
| CUTTER/TRIMMER | | | | | | | |
| | (a) | Qualified | 1 382,45 | 1 105,95 | 51,15 | 1 433,60 | 1 146,90 |
| | (b) | Learner | | | | | |
| | | 0 - 6 months | 867,10 | 882,30 | 32,10 | 899,20 | 882,30 |
| | | 7 - 12 months | 968,90 | 882,30 | 35,85 | 1 004,75 | 882,30 |
| | | 13 - 18 months | 1 066,50 | 882,30 | 39,45 | 1 105,95 | 884,75 |
| | | 19 - 22 months | 1 182,50 | 946,00 | 43,75 | 1 226,25 | 981,00 |
| | | Thereafter, the qualifying wage applies | 1 382,45 | 1 105,95 | 51,15 | 1 433,60 | 1 146,90 |
| BAND KNIFE CUTTER | | | | | | | |
| | (a) | Qualified | 1 454,90 | 1 163,90 | 53,85 | 1 508,75 | 1 207,00 |
| | (b) | Learner | | | | | |
| | | 0 - 6 months | 970,15 | 882,30 | 35,90 | 1 006,05 | 882,30 |
| | | 7 - 12 months | 1 077,35 | 882,30 | 39,85 | 1 117,20 | 893,75 |
| | | 13 - 18 months | 1 175,60 | 940,50 | 43,50 | 1 219,10 | 975,30 |
| | | 19 - 22 months | 1 287,55 | 1 030,05 | 47,65 | 1 335,20 | 1 068,15 |
| | | Thereafter, the qualifying wage applies | 1 454,90 | 1 163,90 | 53,85 | 1 508,75 | 1 207,00 |
| MECHANIC | | | | | | | |
| | (a) | Qualified | 2 364,55 | 1 891,65 | 87,50 | 2 452,05 | 1 961,65 |
| | (b) | Learner | | | | | |
| | | 0 - 6 months | 1 091,00 | 882,30 | 40,35 | 1 131,35 | 905,10 |
| | | 7 - 12 months | 1 252,80 | 1 002,25 | 46,35 | 1 299,15 | 1 039,30 |

**NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY (KWAZULU-NATAL)
 MAIN AGREEMENT FOR THE CLOTHING SECTOR NEW WAGE RATES NEGOTIATED BY THE PARTIES
 FOR THE PERIOD 1 MARCH 2021 TO 31 AUGUST 2021**

| Description of Occupation | | | Wage per week from 01 Sep 2019 to 31 Aug 2020 | New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage) | Across-the-Board-Increase 3.7% | Wage per week from 01 Mar 2021 to 31 Aug 2021 | New Employees on Incentivised Scheme Effective 1 March 2021 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage) |
|---|--|---|---|---|--------------------------------|---|---|
| | | 13 - 18 months | 1 437,75 | 1 150,20 | 53,20 | 1 490,95 | 1 192,75 |
| | | 19 - 24 months | 1 622,85 | 1 298,30 | 60,05 | 1 682,90 | 1 346,30 |
| | | 25 - 30 months | 1 820,10 | 1 456,10 | 67,35 | 1 887,45 | 1 509,95 |
| | | 31 - 36 months | 2 001,55 | 1 601,25 | 74,05 | 2 075,60 | 1 660,50 |
| | | 37 - 40 months | 2 179,90 | 1 743,90 | 80,65 | 2 260,55 | 1 808,45 |
| | | Thereafter, the qualifying wage applies | 2 364,55 | 1 891,65 | 87,50 | 2 452,05 | 1 961,65 |
| CLERK * | | | | | | | |
| | (a) | Qualified | 1 477,90 | 1 182,30 | 54,70 | 1 532,60 | 1 226,10 |
| | (b) | Learner | | | | | |
| | | 0 - 6 months | 1 004,85 | 882,30 | 37,20 | 1 042,05 | 882,30 |
| | | 7 - 12 months | 1 134,60 | 907,70 | 42,00 | 1 176,60 | 941,30 |
| | | 13 - 18 months | 1 241,25 | 993,00 | 45,95 | 1 287,20 | 1 029,75 |
| | | Thereafter, the qualifying wage applies | 1 477,90 | 1 182,30 | 54,70 | 1 532,60 | 1 226,10 |
| WATCHMAN | | | 1 238,70 | 990,95 | 45,85 | 1 284,55 | 1 027,65 |
| DRIVER 1 | | | 1 163,50 | 930,80 | 43,05 | 1 206,55 | 965,25 |
| DRIVER 2 | | | 1 271,35 | 1 017,10 | 47,05 | 1 318,40 | 1 054,70 |
| DRIVER 3 | | | 1 482,45 | 1 185,95 | 54,85 | 1 537,30 | 1 229,85 |
| DRIVER 4 | | | 1 790,45 | 1 432,35 | 66,25 | 1 856,70 | 1 485,35 |
| FOREPERSON | | | 1 695,05 | 1 356,05 | 62,70 | 1 757,75 | 1 406,20 |
| | | | | | | | |
| * | Provided a registered productivity incentive scheme is in place. | | | | | | |
| ** | Provided that a sewing machinist (grade 1) should be paid the qualified rate of pay after 18 months of experience. | | | | | | |
| NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with effect from 1 March 2021, Increase the Weekly Wage for those employees by the agreed Wage Increase based on 3.7%, Across-the-Board. | | | | | | | |