

**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**

<b>WAGE SCHEDULE</b>		<b>GROUP B</b> (i.e Employers NOT contributing to the Productivity Incentive Scheme)				
<b>Description of Occupation</b>		<b>Wage per week from 01 Sep 2019 to 31 Aug 2020</b>	<b>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)</b>	<b>Across-the-Board-Increase 3.7%</b>	<b>Wage per week from 01 Mar 2021 to 31 Aug 2021</b>	<b>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)</b>
<b>Part A</b>		<b>R</b>	<b>R</b>	<b>R</b>	<b>R</b>	<b>R</b>
<b>GRADE 1</b>						
(a)	Qualified	1385,50	1 108,40	51,25	1436,75	1 149,40
(b)	Learner					
	0 - 6 months	914,55	882,30	33,85	948,40	882,30
	7 - 12 months	1011,55	882,30	37,45	1049,00	882,30
	13 - 18 months **	1108,60	886,90	41,00	1149,60	919,70
	Thereafter, the qualifying wage applies	1385,50	1 108,40	51,25	1436,75	1 149,40
<b>GRADE 2</b>						
(a)	Qualified	1204,25	963,40	44,55	1248,80	999,05
(b)	Learner					
	0 - 6 months	909,60	882,30	33,65	943,25	882,30
	Thereafter, the qualifying wage applies	1204,25	963,40	44,55	1248,80	999,05
<b>GRADE A</b>						
(a)	Qualified	1233,65	986,90	45,65	1279,30	1 023,45
(b)	Learner					
	0 - 6 months	958,45	882,30	35,45	993,90	882,30
	Thereafter, the qualifying wage applies	1233,65	986,90	45,65	1279,30	1 023,45
<b>HEAD CUTTER</b>		2210,35	1 768,30	81,80	2292,15	1 833,70
<b>ASSISTANT HEAD CUTTER</b>		1768,15	1 414,50	65,40	1833,55	1 466,85
<b>CUTTER/TRIMMER</b>						
(a)	Qualified	1388,90	1 111,10	51,40	1440,30	1 152,25
(b)	Learner					
	0 - 6 months	871,20	882,30	32,25	903,45	882,30
	7 - 12 months	973,15	882,30	36,00	1009,15	882,30
	13 - 18 months	1071,50	882,30	39,65	1111,15	888,90
	19 - 22 months	1187,80	950,25	43,95	1231,75	985,40
	Thereafter, the qualifying wage applies	1388,90	1 111,10	51,40	1440,30	1 152,25
<b>BAND KNIFE CUTTER</b>						
(a)	Qualified	1461,55	1 169,25	54,10	1515,65	1 212,50
(b)	Learner					
	0 - 6 months	974,55	882,30	36,05	1010,60	882,30
	7 - 12 months	1082,40	882,30	40,05	1122,45	897,95
	13 - 18 months	1181,20	944,95	43,70	1224,90	979,90
	19 - 22 months	1293,45	1 034,75	47,85	1341,30	1 073,05
	Thereafter, the qualifying wage applies	1461,55	1 169,25	54,10	1515,65	1 212,50
<b>MECHANIC</b>						

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(a)	Qualified	2375,40	1 900,30	87,90	2463,30	1 970,65
(b)	Learner					
	0 - 6 months	1095,85	882,30	40,55	1136,40	909,10
	7 - 12 months	1258,70	1 006,95	46,55	1305,25	1 044,20
	13 - 18 months	1444,65	1 155,70	53,45	1498,10	1 198,50
	19 - 24 months	1630,45	1 304,35	60,35	1690,80	1 352,65
	25 - 30 months	1828,65	1 462,90	67,65	1896,30	1 517,05
	31 - 36 months	2010,75	1 608,60	74,40	2085,15	1 668,10
	37 - 40 months	2190,05	1 752,05	81,05	2271,10	1 816,90
	Thereafter, the qualifying wage applies	2375,40	1 900,30	87,90	2463,30	1 970,65
<b>CLERK *</b>						
(a)	Qualified	1484,80	1 187,85	54,95	1539,75	1 231,80
(b)	Learner					
	0 - 6 months	1009,50	882,30	37,35	1046,85	882,30
	7 - 12 months	1139,85	911,90	42,15	1182,00	945,60
	13 - 18 months	1246,90	997,50	46,15	1293,05	1 034,45
	Thereafter, the qualifying wage applies	1484,80	1 187,85	54,95	1539,75	1 231,80
<b>WATCHMAN</b>		1244,40	995,50	46,05	1290,45	1 032,35
<b>DRIVER 1</b>		1168,90	935,10	43,25	1212,15	969,70
<b>DRIVER 2</b>		1277,25	1 021,80	47,25	1324,50	1 059,60
<b>DRIVER 3</b>		1489,35	1 191,50	55,10	1544,45	1 235,55
<b>DRIVER 4</b>		1798,85	1 439,10	66,55	1865,40	1 492,30
<b>FOREPERSON</b>		1702,95	1 362,35	63,00	1765,95	1 412,75
* 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.						
<b>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%</b>						