

**NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY
FOR THE KWAZULU-NATAL REGION (GARMENT KNITTING SECTOR)
FOR THE PERIOD 1 MARCH 2021 - 31 AUGUST 2021**

WAGE SCHEDULE		GROUP A (i.e Employers contributing to the Productivity incentive Scheme)				
DESCRIPTION OF OCCUPATION		Wage rate 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 rate 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)
		R	R	R	R	R
(i)	Foreman:	2588,75	2 071,00	95,80	2684,55	2 147,65
(ii)	Dyer: (See (iv) below)					
(iii)	Storeman:					
	(i) Qualified:	2491,85	1 993,50	92,20	2584,05	2 067,25
	(ii) Learners:					
	first six months of experience	900,25	882,30	33,30	933,55	882,30
	second six months of experience	1298,15	1 038,50	48,05	1346,20	1 076,95
	third six months of experience	1696,30	1 357,05	62,75	1759,05	1 407,25
	next four months of experience	2094,00	1 675,20	77,50	2171,50	1 737,20
	Thereafter, the wage specified in (iii)(i) i.e.	2491,85	1 993,50	92,20	2584,05	2 067,25
(iv)	Mechanic/Dyer:					
	(i) Qualified:	2588,75	2 071,00	95,80	2684,55	2 147,65
	(ii) Learners:					
	first six months of experience	900,25	882,30	33,30	933,55	882,30
	second six months of experience	1068,80	882,30	39,55	1108,35	886,70
	third six months of experience	1237,70	990,15	45,80	1283,50	1 026,80
	fourth six months of experience	1406,85	1 125,50	52,05	1458,90	1 167,10
	fifth six months of experience	1575,80	1 260,65	58,30	1634,10	1 307,30
	sixth six months of experience	1744,10	1 395,30	64,55	1808,65	1 446,90
	seventh six months of experience	1913,45	1 530,75	70,80	1984,25	1 587,40
	eighth six months of experience	2082,25	1 665,80	77,05	2159,30	1 727,45
	ninth six months of experience	2250,90	1 800,70	83,30	2334,20	1 867,35
	next four months of experience	2420,25	1 936,20	89,55	2509,80	2 007,85
	Thereafter, the wage specified in (iv)(i) i.e.	2588,75	2 071,00	95,80	2684,55	2 147,65
(v)	Mechanic's Assistant:					
	(i) Qualified:	1695,80	1 356,65	62,75	1758,55	1 406,85
	(ii) Learners:					
	first six months of experience	900,25	882,30	33,30	933,55	882,30
	second six months of experience	979,05	882,30	36,20	1015,25	882,30
	third six months of experience	1059,75	882,30	39,20	1098,95	882,30
	fourth six months of experience	1138,35	910,70	42,10	1180,45	944,35
	fifth six months of experience	1218,35	974,70	45,10	1263,45	1 010,75
	sixth six months of experience	1298,25	1 038,60	48,05	1346,30	1 077,05
	seventh six months of experience	1377,40	1 101,90	50,95	1428,35	1 142,70
	eighth six months of experience	1457,40	1 165,90	53,90	1511,30	1 209,05
	ninth six months of experience	1536,50	1 229,20	56,85	1593,35	1 274,70
	next four months of experience	1616,25	1 293,00	59,80	1676,05	1 340,85
	Thereafter, the wage specified in (v)(i) i.e.	1695,80	1 356,65	62,75	1758,55	1 406,85
(vi)	Supervisor:	1792,65	1 434,10	66,35	1859,00	1 487,20

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(vii)	Final Examiner of fully-fashioned garments:	1664,75	1 331,80	61,60	1726,35	1 381,10
(viii)	Factory Clerk, Despatch Clerk, Stores Clerk:					

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	(i) Qualified:	1630,05	1 304,05	60,30	1690,35	1 352,30
	(ii) Learners:					
	first six months of experience	900,25	882,30	33,30	933,55	882,30
	second six months of experience	1082,50	882,30	40,05	1122,55	898,05
	third six months of experience	1265,05	1 012,05	46,80	1311,85	1 049,50
	next four months of experience	1447,75	1 158,20	53,55	1501,30	1 201,05
	Thereafter, the wage specified in (viii)(i) i.e.	1630,05	1 304,05	60,30	1690,35	1 352,30
(ix)	Knitting Machine Operator, Warp Knitting Machine Operator, Dyer's Assistant, Colouring Mass-Measurer and/or Cutter or Shaper (Knitting) of fully-fashioned garments,					
	(i) Qualified:	1630,05	1 304,05	60,30	1690,35	1 352,30
	(ii) Learners:					
	first six months of experience	900,25	882,30	33,30	933,55	882,30
	second six months of experience	1021,50	882,30	37,80	1059,30	882,30
	third six months of experience	1143,00	914,40	42,30	1185,30	948,25
	fourth six months of experience	1265,05	1 012,05	46,80	1311,85	1 049,50
	fifth six months of experience	1386,65	1 109,30	51,30	1437,95	1 150,35
	next four months of experience	1508,60	1 206,90	55,80	1564,40	1 251,50
	Thereafter, the wage specified in (ix)(i) i.e.	1630,05	1 304,05	60,30	1690,35	1 352,30
(x)	Loader of magazine or comb, Linker, Overlocker other than an overlocker of seconds in socks, Sewing Machinist (Knitting) including a button, buttonhole and hemming machinist, Mender and Plain Sewer:					
	(i) Qualified:	1422,30	1 137,85	52,65	1474,95	1 179,95
	(ii) Learners:					
	first six months of experience	900,25	882,30	33,30	933,55	882,30
	second six months of experience	1030,40	882,30	38,10	1068,50	882,30
	third six months of experience	1160,85	928,70	42,95	1203,80	963,05
	next four months of experience	1291,90	1 033,50	47,80	1339,70	1 071,75
	Thereafter, the wage specified in (x)(i) i.e.	1422,30	1 137,85	52,65	1474,95	1 179,95
(xi)	Driver of a Motor Vehicle, the unladen mass of which, together with the unladen mass of any trailer or trailers drawn by such vehicle—:					
	(a) does not exceed 453,5 kg	1359,75	1 087,80	50,30	1410,05	1 128,05
	(b) exceeds 453,5 kg but not 2 721 kg	1605,40	1 284,30	59,40	1664,80	1 331,85
	(c) exceeds 2 721 kg but not 4 535 kg	1709,60	1 367,70	63,25	1772,85	1 418,30
	(d) exceeds 4 535 kg	1855,20	1 484,15	68,65	1923,85	1 539,10
(xii)	Security Officer:	2076,65	1 661,30	76,85	2153,50	1 722,80

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(xiii)	Watchman:	1602,65	1 282,10	59,30	1661,95	1 329,55
(xiv)	Employee not elsewhere specified:					
(i)	Qualified:	1668,55	1 334,85	61,75	1730,30	1 384,25

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	(ii) Learners:					
	first six months of experience	900,25	882,30	33,30	933,55	882,30
	second six months of experience	1091,90	882,30	40,40	1132,30	905,85
	third six months of experience	1284,65	1 027,70	47,55	1332,20	1 065,75
	next four months of experience	1476,40	1 181,10	54,65	1531,05	1 224,85
	thereafter, the wage specified in (xiv)(i) i.e.	1668,55	1 334,85	61,75	1730,30	1 384,25
(xv)	Seamer, Mender of socks, Sorter, Cleaner (i.e. an employee engaged in cleaning garments and/or fabrics), Grader, Sampler (i.e. an employee engaged in the making up of sample cards), Winder, Overlocker for seconds in socks and/or Examiner of knitted fabrics and articles, Backwinder, Drawthreader, Pre- and Post-Boarder or Former, Precutter, Presser, Turner, Operator of calendar, slitting, setting or steaming machine, Operator of brushing, raising and/or cropping machine, Operator of dye machine, Operator of drying and/or hydro-extracting machine, employee engaged in Transferring and/or Labelling, Trimming of surplus threads, Folding, Carding and/or Packing, Waxring Maker, Boiler Attendant, Creeler, Despatch Packer, Parcel Maker and					
	(i) Qualified:	1169,30	935,45	43,25	1212,55	970,05
	(ii) Learners:					
	first six months of experience	900,25	882,30	33,30	933,55	882,30
	second six months of experience	989,65	882,30	36,60	1026,25	882,30
	third six months of experience	1080,15	882,30	39,95	1120,10	896,10
	Thereafter, the wage specified in (xv) (i) i.e.	1169,30	935,45	43,25	1212,55	970,05
(xvi)	Traveller's Assistant, Cloakroom Supervisor	1169,30	935,45	43,25	1212,55	970,05
(xvii)	General Worker (Knitting)	1358,25	1 086,60	50,25	1408,50	1 126,80
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.						