

**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**

<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 rate 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 rate 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>R</b>	<b>R</b>	<b>R</b>	<b>R</b>	<b>R</b>
(i)	<b>Foreman:</b>	2600,75	2 080,60	96,25	2697,00	2 157,60
(ii)	<b>Dyer: (See (iv) below)</b>					
(iii)	<b>Storeman:</b>					
(i)	Qualified:	2503,35	2 002,70	92,60	2595,95	2 076,75
(ii)	Learners:					
	first six months of experience	904,50	882,30	33,45	937,95	882,30
	second six months of experience	1304,10	1 043,30	48,25	1352,35	1 081,90
	third six months of experience	1704,10	1 363,30	63,05	1767,15	1 413,70
	next four months of experience	2103,65	1 682,90	77,85	2181,50	1 745,20
	Thereafter, the wage specified in (iii)(i) i.e.	2503,35	2 002,70	92,60	2595,95	2 076,75
(iv)	<b>Mechanic/Dyer:</b>			0,00		
(i)	Qualified:	2600,75	2 080,60	96,25	2697,00	2 157,60
(ii)	Learners:			0,00		
	first six months of experience	904,50	882,30	33,45	937,95	882,30
	second six months of experience	1073,95	882,30	39,75	1113,70	890,95
	third six months of experience	1243,60	994,90	46,00	1289,60	1 031,70
	fourth six months of experience	1413,20	1 130,55	52,30	1465,50	1 172,40
	fifth six months of experience	1583,25	1 266,60	58,60	1641,85	1 313,50
	sixth six months of experience	1752,15	1 401,70	64,85	1817,00	1 453,60
	seventh six months of experience	1922,30	1 537,85	71,15	1993,45	1 594,75
	eighth six months of experience	2092,00	1 673,60	77,40	2169,40	1 735,50
	ninth six months of experience	2261,40	1 809,10	83,65	2345,05	1 876,05
	next four months of experience	2431,40	1 945,10	89,95	2521,35	2 017,10
	Thereafter, the wage specified in (iv)(i) i.e.	2600,75	2 080,60	96,25	2697,00	2 157,60
(v)	<b>Mechanic's Assistant:</b>			0,00		
(i)	Qualified:	1703,70	1 362,95	63,05	1766,75	1 413,40
(ii)	Learners:			0,00		
	first six months of experience	904,50	882,30	33,45	937,95	882,30
	second six months of experience	983,55	882,30	36,40	1019,95	882,30
	third six months of experience	1064,65	882,30	39,40	1104,05	883,25
	fourth six months of experience	1143,65	914,90	42,30	1185,95	948,75
	fifth six months of experience	1224,15	979,30	45,30	1269,45	1 015,55
	sixth six months of experience	1304,30	1 043,45	48,25	1352,55	1 082,05
	seventh six months of experience	1383,80	1 107,05	51,20	1435,00	1 148,00
	eighth six months of experience	1463,90	1 171,10	54,15	1518,05	1 214,45
	ninth six months of experience	1543,60	1 234,90	57,10	1600,70	1 280,55
	next four months of experience	1623,60	1 298,90	60,05	1683,65	1 346,90
	Thereafter, the wage specified in (v)(i) i.e.	1703,70	1 362,95	63,05	1766,75	1 413,40
(vi)	<b>Supervisor:</b>	1800,95	1 440,75	66,65	1867,60	1 494,10

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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)	
(vii) <b>Final Examiner of fully-fashioned garments:</b>	1672,40	1 337,90	61,90	1734,30	1 387,45	
(viii) <b>Factory Clerk, Despatch Clerk, Stores Clerk:</b>			0,00			

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(i)	Qualified:	1637,65	1 310,10	60,60	1698,25	1 358,60
(ii)	Learners:			0,00		
	first six months of experience	904,50	882,30	33,45	937,95	882,30
	second six months of experience	1087,60	882,30	40,25	1127,85	902,30
	third six months of experience	1271,00	1 016,80	47,05	1318,05	1 054,45
	next four months of experience	1454,45	1 163,55	53,80	1508,25	1 206,60
	Thereafter, the wage specified in (viii)(i) i.e.	1637,65	1 310,10	60,60	1698,25	1 358,60
(ix)	<b>Knitting Machine Operator, Warp Knitting Machine Operator, Dyer's Assistant, Colouring Mass-Measurer and/or Cutter or Shaper (Knitting) of fully-fashioned garments, Handyman and</b>			0,00		
(i)	Qualified:	1637,65	1 310,10	60,60	1698,25	1 358,60
(ii)	Learners:			0,00		
	first six months of experience	904,50	882,30	33,45	937,95	882,30
	second six months of experience	1026,40	882,30	38,00	1064,40	882,30
	third six months of experience	1148,35	918,70	42,50	1190,85	952,70
	fourth six months of experience	1271,10	1 016,90	47,05	1318,15	1 054,50
	fifth six months of experience	1392,95	1 114,35	51,55	1444,50	1 155,60
	next four months of experience	1515,55	1 212,45	56,10	1571,65	1 257,30
	Thereafter, the wage specified in (ix)(i) i.e.	1637,65	1 310,10	60,60	1698,25	1 358,60
(x)	<b>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:</b>			0,00		
(i)	Qualified:	1429,05	1 143,25	52,85	1481,90	1 185,50
(ii)	Learners:			0,00		
	first six months of experience	904,50	882,30	33,45	937,95	882,30
	second six months of experience	1035,05	882,30	38,30	1073,35	882,30
	third six months of experience	1166,25	933,00	43,15	1209,40	967,50
	next four months of experience	1297,85	1 038,30	48,00	1345,85	1 076,70
	Thereafter, the wage specified in (x)(i) i.e.	1429,05	1 143,25	52,85	1481,90	1 185,50
(xi)	<b>Driver of a Motor Vehicle, the unladen mass of which, together with the unladen mass of any trailer or trailers drawn by such vehicle—:</b>			0,00		
	(a) does not exceed 453,5 kg	1366,00	1 092,80	50,55	1416,55	1 133,25
	(b) exceeds 453,5 kg but not 2 721 kg	1612,85	1 290,30	59,70	1672,55	1 338,05
	(c) exceeds 2 721 kg but not 4 535 kg	1717,45	1 373,95	63,55	1781,00	1 424,80

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	(d) exceeds 4 535 kg	1863,70	1 490,95	68,95	1932,65	1 546,10
(xii)	<b>Security Officer:</b>	2086,30	1 669,05	77,20	2163,50	1 730,80
(xiii)	<b>Watchman:</b>	1610,05	1 288,05	59,55	1669,60	1 335,70
(xiv)	<b>Employee not elsewhere specified:</b>			0,00		
	(i) Qualified:	1676,15	1 340,90	62,00	1738,15	1 390,50

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	(ii) Learners:			0,00		
	first six months of experience	904,50	882,30	33,45	937,95	882,30
	second six months of experience	1097,15	882,30	40,60	1137,75	910,20
	third six months of experience	1290,50	1 032,40	47,75	1338,25	1 070,60
	next four months of experience	1483,25	1 186,60	54,90	1538,15	1 230,50
	thereafter, the wage specified in (xiv)(i) i.e.	1676,15	1 340,90	62,00	1738,15	1 390,50
(xv)	<b>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 Floor Walker/Runner</b>			0,00		
	(i) Qualified:	1174,70	939,75	43,45	1218,15	974,50
	(ii) Learners:			0,00		
	first six months of experience	904,50	882,30	33,45	937,95	882,30
	second six months of experience	994,25	882,30	36,80	1031,05	882,30
	third six months of experience	1085,00	882,30	40,15	1125,15	900,10
	Thereafter, the wage specified in (xv) (i) i.e.	1174,70	939,75	43,45	1218,15	974,50
(xvi)	<b>Traveller's Assistant, Cloakroom Supervisor and/or Attendant, Teamaker</b>	1174,70	939,75	43,45	1218,15	974,50
(xvii)	<b>General Worker (Knitting)</b>	1364,60	1 091,70	50,50	1415,10	1 132,10
<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%, Across-the-Board.</b>						