

**NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY (WESTERN 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**

4. WAGES		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)							
(1)		Subject to the provisions of this Agreement, the minimum wages that shall be paid to and accepted by the undermentioned classes of employees, employed at Garment Knitting establishments, shall be as follows:							
DESCRIPTION		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 1 March 2021 - 31 August 2021	Plus "2001 Allowance" (*See note above)	Wage per week from 1 March 2021 - 31 August 2021	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)	
		R	R	R	R	R	R		
<b>Part A - Cutting Department</b>									
Pattern Maker:									
(a)	Qualified	2603,50	2083,00	96,50	2700,00	10,30	2710,30	2160,00	
(b)	Learner								
First year									
	First six months of experience	1458,00	1166,50	54,00	1512,00	5,86	1517,86	1209,50	
	Second six months of experience	1610,50	1288,50	59,50	1670,00	6,45	1676,45	1336,00	
Second year									
	First six months of experience	1761,50	1409,00	65,00	1826,50	7,04	1833,54	1461,00	
	Second six months of experience	1923,00	1538,50	71,00	1994,00	7,67	2001,67	1595,00	
Third year									
	First six months of experience	2098,00	1678,50	77,50	2175,50	8,34	2183,84	1740,50	
	Next four months of experience	2263,50	1811,00	83,50	2347,00	8,99	2355,99	1877,50	
	Thereafter, the wage specified in (a),	2603,50	2083,00	96,50	2700,00	10,30	2710,30	2160,00	
Pattern Grader									
(a)	Qualified	2100,00	1680,00	77,50	2177,50	8,35	2185,85	1742,00	
(b)	Learner								
First year									
	First six months of experience	1370,50	1096,50	50,50	1421,00	5,52	1426,52	1137,00	
	Second six months of experience	1458,00	1166,50	54,00	1512,00	5,86	1517,86	1209,50	
Second year									
	First six months of experience	1543,50	1235,00	57,00	1600,50	6,20	1606,70	1280,50	
	Second six months of experience	1654,50	1323,50	61,00	1715,50	6,62	1722,12	1372,50	
Third year									
	First six months of experience	1761,50	1409,00	65,00	1826,50	7,04	1833,54	1461,00	
	Next four months of experience	1875,00	1500,00	69,50	1944,50	7,48	1951,98	1555,50	
	Thereafter, the wage specified in (a),	2100,00	1680,00	77,50	2177,50	8,35	2185,85	1742,00	
Football Jersey Cutter									
(a)	Qualified	1459,50	1167,50	54,00	1513,50	5,87	1519,37	1211,00	
(b)	Learner								
First year									

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	First six months of experience	1096,00	882,50	40,50	1136,50	4,46	1140,96	909,00
	Second six months of experience	1162,00	929,50	43,00	1205,00	4,71	1209,71	964,00
	Second year							
	First six months of experience	1222,00	977,50	45,00	1267,00	4,95	1271,95	1013,50
	Second six months of experience	1287,00	1029,50	47,50	1334,50	5,20	1339,70	1067,50
	Third year							
	First four months of experience	1350,50	1080,50	50,00	1400,50	5,44	1405,94	1120,50
	Thereafter, the wage specified in (a),	1459,50	1167,50	54,00	1513,50	5,87	1519,37	1211,00
	Layer-up							
(a)	Qualified	1258,50	1007,00	46,50	1305,00	5,09	1310,09	1044,00
(b)	Learner							
	First year							
	First six months of experience	1059,50	882,50	39,00	1098,50	4,32	1102,82	882,50
	Second six months of experience	1096,00	882,50	40,50	1136,50	4,46	1140,96	909,00
	Second year							
	First six months of experience	1144,50	915,50	42,50	1187,00	4,65	1191,65	949,50
	Thereafter, the wage specified in (a),	1258,50	1007,00	46,50	1305,00	5,09	1310,09	1044,00
<b>Part B - Factory Operatives</b>								
Grade A employee:								
(a)	Qualified	1610,50	1288,50	59,50	1670,00	6,45	1676,45	1336,00
(b)	Learner							
	First year							
	First six months of experience	1133,00	906,50	42,00	1175,00	4,60	1179,60	940,00
	Second six months of experience	1221,00	977,00	45,00	1266,00	4,94	1270,94	1013,00
	Second year							
	First six months of experience	1304,50	1043,50	48,50	1353,00	5,26	1358,26	1082,50
	Second six months of experience	1370,50	1096,50	50,50	1421,00	5,52	1426,52	1137,00
	Third year							
	First four months of experience	1459,50	1167,50	54,00	1513,50	5,87	1519,37	1211,00
	Thereafter, the wage specified in (a),	1610,50	1288,50	59,50	1670,00	6,45	1676,45	1336,00
Grade B employee:								
(a)	Qualified	1375,50	1100,50	51,00	1426,50	5,54	1432,04	1141,00
(b)	Learner							
	First year							
	First six months of experience	1116,00	893,00	41,50	1157,50	4,53	1162,03	926,00
	Second six months of experience	1174,50	939,50	43,50	1218,00	4,76	1222,76	974,50
	Second year							
	First six months of experience	1234,00	987,00	45,50	1279,50	4,99	1284,49	1023,50
	Thereafter, the wage specified in (a),	1375,50	1100,50	51,00	1426,50	5,54	1432,04	1141,00
(c)	If advanced to Grade A employee:							
	First six months from date of	1375,50	1100,50	51,00	1426,50	5,54	1432,04	1141,00
	Second six months from date of	1416,50	1133,00	52,50	1469,00	5,70	1474,70	1175,00
	Third six months from date of	1459,50	1167,50	54,00	1513,50	5,87	1519,37	1211,00
	Thereafter, the wage specified for a qualified Grade A employee, i.e.	1610,50	1288,50	59,50	1670,00	6,45	1676,45	1336,00

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Grade C employee:								
(a)	Qualified	1221,00	977,00	45,00	1266,00	4,94	1270,94	1013,00
(b)	Learner							
	First year							
	First six months of experience	1094,00	882,50	40,50	1134,50	4,45	1138,95	907,50
	Second six months of experience	1125,00	900,00	41,50	1166,50	4,57	1171,07	933,00
	Thereafter, the wage specified in (a),	1221,00	977,00	45,00	1266,00	4,94	1270,94	1013,00
(c)	If advanced to Grade B employee:							
	First six months from date of	1221,00	977,00	45,00	1266,00	4,94	1270,94	1013,00
	Next six months from date of	1234,00	987,00	45,50	1279,50	4,99	1284,49	1023,50
	Thereafter, the wage specified for a qualified Grade B employee, i.e.	1375,50	1100,50	51,00	1426,50	5,54	1432,04	1141,00
<b>Part C - Clerical employees</b>								
Clerk								
(a)	Qualified	1772,00	1417,50	65,50	1837,50	7,09	1844,59	1470,00
(b)	Learner							
	First year	1308,50	1047,00	48,50	1357,00	5,28	1362,28	1085,50
	Second year	1421,50	1137,00	52,50	1474,00	5,72	1479,72	1179,00
	Third year							
	First four months of experience	1554,00	1243,00	57,50	1611,50	6,23	1617,73	1289,00
	Thereafter, the wage specified in (a),	1772,00	1417,50	65,50	1837,50	7,09	1844,59	1470,00
Factory Clerk								
(a)	Qualified	1329,50	1063,50	49,00	1378,50	5,37	1383,87	1103,00
(b)	Learner							
	First year	1059,50	882,50	39,00	1098,50	4,32	1102,82	882,50
	Second year	1128,50	903,00	42,00	1170,50	4,59	1175,09	936,50
	Third year							
	First four months of experience	1221,00	977,00	45,00	1266,00	4,94	1270,94	1013,00
	Thereafter, the wage specified in (a),	1329,50	1063,50	49,00	1378,50	5,37	1383,87	1103,00
<b>- General</b>								
	Boiler attendant	1263,00	1010,50	46,50	1309,50	5,11	1314,61	1047,50
	Despatch packer	1304,50	1043,50	48,50	1353,00	5,26	1358,26	1082,50
	General Worker	1221,00	977,00	45,00	1266,00	4,94	1270,94	1013,00
	Labourer	1234,00	987,00	45,50	1279,50	4,99	1284,49	1023,50
	Motor vehicle driver of a vehicle, the unladen mass of which, together with the unladen mass of any trailer or trailers drawn by such vehicle -							
(a)	does not exceed 1 360 kg	1304,50	1043,50	48,50	1353,00	5,26	1358,26	1082,50
(b)	exceeds 1 360 but not 2 720 kg	1354,50	1083,50	50,00	1404,50	5,46	1409,96	1123,50
(c)	exceeds 2 720 kg	1543,50	1235,00	57,00	1600,50	6,20	1606,70	1280,50
	Supervisor, quality controller and instructor	1654,50	1323,50	61,00	1715,50	6,62	1722,12	1372,50
	Traveller's driver	1354,50	1083,50	50,00	1404,50	5,46	1409,96	1123,50
	Watchman or caretaker, whose ordinary hours of work are -							
(a)	less than 60 hours per week	1407,50	1126,00	52,00	1459,50	5,67	1465,17	1167,50
(b)	60 hours per week	1477,00	1181,50	54,50	1531,50	5,94	1537,44	1225,00
<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>								