

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 01 MARCH 2021 TO 31 AUGUST 2021**

4. WAGES GROUP B (i.e. employees)									
(1)	Subject to the provisions of this								Note: Reduced to 20 cents
DESCRIPTION		Wage per week from 01Sep 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 Mar 2021 to 31 Aug 2021	Plus "2001 Allowance" (*See note above)	Wage per week from 1 Mar 2021 to 31 Aug 2021	New Employees on Incentivised Scheme Effective 1 Mar 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	R	R	
Part A - Cutting Department									
Pattern Maker:									
(a)	Qualified	2614,00	2091,00	96,50	2710,50	10,30	2720,80	2168,50	
(b)	Learner								
	First year								
	First six months of experience	1463,50	1171,00	54,00	1517,50	5,86	1523,36	1214,00	
	Second six months of experience	1615,50	1292,50	60,00	1675,50	6,45	1681,95	1340,50	
	Second year								
	First six months of experience	1769,50	1415,50	65,50	1835,00	7,04	1842,04	1468,00	
	Second six months of experience	1932,50	1546,00	71,50	2004,00	7,67	2011,67	1603,00	
	Third year								
	First six months of experience	2106,50	1685,00	78,00	2184,50	8,34	2192,84	1747,50	
	Next four months of experience	2274,50	1819,50	84,00	2358,50	8,99	2367,49	1887,00	
	Thereafter, the wage specified in (a), i.e.	2614,00	2091,00	96,50	2710,50	10,30	2720,80	2168,50	
Pattern Grader									
(a)	Qualified	2108,00	1686,50	78,00	2186,00	8,35	2194,35	1749,00	
(b)	Learner								
	First year								
	First six months of experience	1378,50	1103,00	51,00	1429,50	5,52	1435,02	1143,50	
	Second six months of experience	1463,50	1171,00	54,00	1517,50	5,86	1523,36	1214,00	

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	Third year							
	First six months of experience	1769,50	1415,50	65,50	1835,00	7,04	1842,04	1468,00
	Next four months of experience	1884,50	1507,50	69,50	1954,00	7,48	1961,48	1563,00
	Thereafter, the wage specified in (a), i.e.	2108,00	1686,50	78,00	2186,00	8,35	2194,35	1749,00
	Football Jersey Cutter							
(a)	Qualified	1466,00	1173,00	54,00	1520,00	5,87	1525,87	1216,00
(b)	Learner							
	First year							
	First six months of experience	1099,50	882,50	40,50	1140,00	4,46	1144,46	912,00
	Second six months of experience	1166,00	933,00	43,00	1209,00	4,71	1213,71	967,00
	Second year							
	First six months of experience	1228,00	982,50	45,50	1273,50	4,95	1278,45	1019,00
	Second six months of experience	1294,00	1035,00	48,00	1342,00	5,20	1347,20	1073,50
	Third year							
	First four months of experience	1356,00	1085,00	50,00	1406,00	5,44	1411,44	1125,00
	Thereafter, the wage specified in (a), i.e.	1466,00	1173,00	54,00	1520,00	5,87	1525,87	1216,00
	Layer-up							
(a)	Qualified	1263,50	1011,00	46,50	1310,00	5,09	1315,09	1048,00
(b)	Learner							
	First year							
	First six months of experience	1064,00	882,50	39,50	1103,50	4,32	1107,82	883,00
	Second six months of experience	1099,50	882,50	40,50	1140,00	4,46	1144,46	912,00
	Second year							
	First six months of experience	1150,50	920,50	42,50	1193,00	4,65	1197,65	954,50
	Thereafter, the wage specified in (a), i.e.	1263,50	1011,00	46,50	1310,00	5,09	1315,09	1048,00

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Part B - Factory Operatives								
Grade A employee:								
(a)	Qualified	1615,50	1292,50	60,00	1675,50	6,45	1681,95	1340,50
(b)	Learner							
	First year							
	First six months of experience	1137,00	909,50	42,00	1179,00	4,60	1183,60	943,00
	Second six months of experience	1226,00	981,00	45,50	1271,50	4,94	1276,44	1017,00
	Second year			0,00				
	First six months of experience	1309,50	1047,50	48,50	1358,00	5,26	1363,26	1086,50
	Second six months of experience	1378,50	1103,00	51,00	1429,50	5,52	1435,02	1143,50
	Third year							
	First four months of experience	1466,00	1173,00	54,00	1520,00	5,87	1525,87	1216,00
	Thereafter, the wage specified in (a), i.e.	1615,50	1292,50	60,00	1675,50	6,45	1681,95	1340,50
Grade B employee:								
(a)	Qualified	1381,00	1105,00	51,00	1432,00	5,54	1437,54	1145,50
(b)	Learner							
	First year							
	First six months of experience	1121,50	897,00	41,50	1163,00	4,53	1167,53	930,50
	Second six months of experience	1179,50	943,50	43,50	1223,00	4,76	1227,76	978,50
	Second year							
	First six months of experience	1239,00	991,00	46,00	1285,00	4,99	1289,99	1028,00
	Thereafter, the wage specified in (a), i.e.	1381,00	1105,00	51,00	1432,00	5,54	1437,54	1145,50
(c)	If advanced to Grade A employee:							
	First six months from date of advancement	1381,00	1105,00	51,00	1432,00	5,54	1437,54	1145,50
	Second six months from date of advancement	1423,00	1138,50	52,50	1475,50	5,70	1481,20	1180,50
	Third six months from date of advancement	1466,00	1173,00	54,00	1520,00	5,87	1525,87	1216,00
	Thereafter, the wage specified for a qualified Grade A employee, i.e.	1615,50	1292,50	60,00	1675,50	6,45	1681,95	1340,50

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Grade C employee:								
(a)	Qualified	1226,00	981,00	45,50	1271,50	4,94	1276,44	1017,00
(b)	Learner							
	First year							
	First six months of experience	1098,50	882,50	40,50	1139,00	4,45	1143,45	911,00
	Second six months of experience	1130,00	904,00	42,00	1172,00	4,57	1176,57	937,50
	Thereafter, the wage specified in (a), i.e.	1226,00	981,00	45,50	1271,50	4,94	1276,44	1017,00
(c)	If advanced to Grade B employee:							
	First six months from date of advancement	1226,00	981,00	45,50	1271,50	4,94	1276,44	1017,00
	Next six months from date of advancement	1239,00	991,00	46,00	1285,00	4,99	1289,99	1028,00
	Thereafter, the wage specified for a qualified Grade B employee, i.e.	1381,00	1105,00	51,00	1432,00	5,54	1437,54	1145,50
Part C - Clerical employees								
Clerk								
(a)	Qualified	1781,00	1425,00	66,00	1847,00	7,09	1854,09	1477,50
(b)	Learner							
	First year	1312,50	1050,00	48,50	1361,00	5,28	1366,28	1089,00
	Second year	1428,00	1142,50	53,00	1481,00	5,72	1486,72	1185,00
	Third year							
	First four months of experience	1561,00	1249,00	58,00	1619,00	6,23	1625,23	1295,00
	Thereafter, the wage specified in (a), i.e.	1781,00	1425,00	66,00	1847,00	7,09	1854,09	1477,50
Factory Clerk								
(a)	Qualified	1337,00	1069,50	49,50	1386,50	5,37	1391,87	1109,00
(b)	Learner							
	First year	1064,00	882,50	39,50	1103,50	4,32	1107,82	883,00
	Second year	1134,00	907,00	42,00	1176,00	4,59	1180,59	941,00
	Third year							
	First four months of experience	1226,00	981,00	45,50	1271,50	4,94	1276,44	1017,00
	Thereafter, the wage specified in (a), i.e.	1337,00	1069,50	49,50	1386,50	5,37	1391,87	1109,00

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Part D - General							
Boiler attendant	1269,50	1015,50	47,00	1316,50	5,11	1321,61	1053,00
Despatch packer	1309,50	1047,50	48,50	1358,00	5,26	1363,26	1086,50
General Worker	1226,00	981,00	45,50	1271,50	4,94	1276,44	1017,00
Labourer	1239,00	991,00	46,00	1285,00	4,99	1289,99	1028,00
Motor vehicle driver of a vehicle, the							
(a) does not exceed 1 360 kg	1309,50	1047,50	48,50	1358,00	5,26	1363,26	1086,50
(b) exceeds 1 360 but not 2 720 kg	1359,50	1087,50	50,50	1410,00	5,46	1415,46	1128,00
(c) exceeds 2 720 kg	1553,00	1242,50	57,50	1610,50	6,20	1616,70	1288,50
Supervisor, quality controller and instructor	1662,00	1329,50	61,50	1723,50	6,62	1730,12	1379,00
Traveller's driver	1359,50	1087,50	50,50	1410,00	5,46	1415,46	1128,00
Watchman or caretaker, whose ordinary							
(a) less than 60 hours per week	1413,50	1131,00	52,50	1466,00	5,67	1471,67	1173,00
(b) 60 hours per week	1484,50	1187,50	55,00	1539,50	5,94	1545,44	1231,50
NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with effect from 1 March							