

NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY (EASTERN 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

WAGE S	GROUP A (i.e. employees on the											
DESCRIPTION	Western Cape Knitting Wage Rate per week from 1 Mar 2021 to 31 Aug 2021	Wage per week from 1 Mar 2021 to 31 Aug 2021 (Based on 42.5hrs per week)	New Ees 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)	Wage per week from 1 Mar 2021 to 31 Aug 2021 (Based on 42hrs per week)	New Ees on Incentivised Scheme Effective 1 Marc 2021 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Western Cape Knitting Wage Rate per week from 1 Sep 2021 to 31 Aug 2022	Wage per week from 1 Sep 2021 to 31 Aug 2022 (Based on 42.5hrs per week)	New Ees on Incentivised Scheme Effective 1 Sep 2021 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 1 Sep 2021 to 31 Aug 2022 (Based on 42hrs per week)	New Ees on Incentivised Scheme Effective 1 Sep 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	R	R	R		
Part A - Cutting Department												
Pattern Maker												
(a)	Qualified	2700.00	2565.00	2,052.00	2,535.00	2,028.00	2813.50	2673.00	2,138.50	2,641.50	2,113.00	
(b)	Learner											
	First year											
	First six months of experience	1512.00	1436.50	1,149.00	1,419.50	1,135.50	1575.50	1496.50	1,197.00	1,479.00	1,183.00	
	Second six months of experience	1670.00	1586.50	1,269.00	1,568.00	1,254.50	1740.00	1653.00	1,322.50	1,633.50	1,307.00	
	Second year											
	First six months of experience	1826.50	1735.00	1,388.00	1,714.50	1,371.50	1903.00	1808.00	1,446.50	1,786.50	1,429.00	
	Second six months of experience	1994.00	1894.50	1,515.50	1,872.00	1,497.50	2077.50	1973.50	1,579.00	1,950.50	1,560.50	
	Third year											
	First six months of experience	2175.50	2066.50	1,653.00	2,042.00	1,633.50	2267.00	2153.50	1,723.00	2,128.00	1,702.50	
	Next four months of experience	2347.00	2229.50	1,783.50	2,203.50	1,763.00	2445.50	2323.00	1,858.50	2,295.50	1,836.50	
	Thereafter, the wage specified in (a), i.e.	2700.00	2565.00	2,052.00	2,535.00	2,028.00	2813.50	2673.00	2,138.50	2,641.50	2,113.00	
Pattern Grader												
(a)	Qualified	2177.50	2068.50	1,655.00	2,044.00	1,635.00	2269.00	2155.50	1,724.50	2,130.00	1,704.00	
(b)	Learner											
	First year											
	First six months of experience	1421.00	1350.00	1,080.00	1,334.00	1,067.00	1480.50	1406.50	1,125.00	1,390.00	1,112.00	
	Second six months of experience	1512.00	1436.50	1,149.00	1,419.50	1,135.50	1575.50	1496.50	1,197.00	1,479.00	1,183.00	
	Second year											
	First six months of experience	1600.50	1520.50	1,216.50	1,502.50	1,202.00	1667.50	1584.00	1,267.00	1,565.50	1,252.50	
	Second six months of experience	1715.50	1629.50	1,303.50	1,610.50	1,288.50	1787.50	1698.00	1,358.50	1,678.00	1,342.50	

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1 MARCH 2021 TO 31 AUGUST 2021

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	Third year										
	First six months of experience	1826.50	1735.00	1,388.00	1,714.50	1,371.50	1903.00	1808.00	1,446.50	1,786.50	1,429.00
	Next four months of experience	1944.50	1847.50	1,478.00	1,826.00	1,461.00	2026.00	1924.50	1,539.50	1,902.00	1,521.50
	Thereafter, the wage specified in (a), i.e.	2177.50	2068.50	1,655.00	2,044.00	1,635.00	2269.00	2155.50	1,724.50	2,130.00	1,704.00
Football Jersey Cutter											
(a)	Qualified	1513.50	1438.00	1,150.50	1,421.00	1,137.00	1577.00	1498.00	1,198.50	1,480.50	1,184.50
(b)	Learner										
	First year										
	First six months of experience	1136.50	1079.50	922.00	1,067.00	911.00	1184.00	1125.00	922.00	1,112.00	911.00
	Second six months of experience	1205.00	1145.00	922.00	1,131.50	911.00	1255.50	1192.50	954.00	1,178.50	943.00
	Second year										
	First six months of experience	1267.00	1203.50	963.00	1,189.50	951.50	1320.00	1254.00	1,003.00	1,239.00	991.00
	Second six months of experience	1334.50	1268.00	1,014.50	1,253.00	1,002.50	1390.50	1321.00	1,057.00	1,305.50	1,044.50
	Third year										
	First four months of experience	1400.50	1330.50	1,064.50	1,315.00	1,052.00	1459.50	1386.50	1,109.00	1,370.00	1,096.00
	Thereafter, the wage specified in (a), i.e.	1513.50	1438.00	1,150.50	1,421.00	1,137.00	1577.00	1498.00	1,198.50	1,480.50	1,184.50
Layer-up											
(a)	Qualified	1305.00	1240.00	992.00	1,225.50	980.50	1360.00	1292.00	1,033.50	1,277.00	1,021.50
(b)	Learner										
	First year										
	First six months of experience	1098.50	1043.50	922.00	1,031.00	911.00	1144.50	1087.50	922.00	1,074.50	911.00
	Second six months of experience	1136.50	1079.50	922.00	1,067.00	911.00	1184.00	1125.00	922.00	1,112.00	911.00
	Second year										
	First six months of experience	1187.00	1127.50	922.00	1,114.00	911.00	1237.00	1175.00	940.00	1,161.00	929.00
	Thereafter, the wage specified in (a), i.e.	1305.00	1240.00	922.00	1,225.50	980.50	1360.00	1292.00	1,033.50	1,277.00	1,021.50

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Part B - Factory Operatives											
Grade A employee											
(a)	Qualified	1670.00	1586.50	1,269.00	1,568.00	1,254.50	1740.00	1653.00	1,322.50	1,633.50	1,307.00
(b)	Learner										
	First year										
	First six months of experience	1175.00	1116.50	893.00	1,103.50	911.00	1224.50	1163.50	931.00	1,150.00	920.00
	Second six months of experience	1266.00	1202.50	962.00	1,188.50	951.00	1319.00	1253.00	1,002.50	1,238.50	991.00
	Second year										
	First six months of experience	1353.00	1285.50	1,028.50	1,270.50	1,016.50	1410.00	1339.50	1,071.50	1,323.50	1,059.00
	Second six months of experience	1421.00	1350.00	1,080.00	1,334.00	1,067.00	1480.50	1406.50	1,125.00	1,390.00	1,112.00
	Third year										
	First four months of experience	1513.50	1438.00	1,150.50	1,421.00	1,137.00	1577.00	1498.00	1,198.50	1,480.50	1,184.50
	Thereafter, the wage specified in (a), i.e.	1670.00	1586.50	1,269.00	1,568.00	1,254.50	1740.00	1653.00	1,322.50	1,633.50	1,307.00
Grade B employee											
(a)	Qualified	1426.50	1355.00	1,084.00	1,339.00	1,071.00	1486.50	1412.00	1,129.50	1,395.50	1,116.50
(b)	Learner										
	First year										
	First six months of experience	1157.50	1099.50	922.00	1,086.50	911.00	1206.00	1145.50	922.00	1,132.00	911.00
	Second six months of experience	1218.00	1157.00	925.50	1,143.50	915.00	1269.00	1205.50	964.50	1,191.50	953.00
	Second year										
	First six months of experience	1279.50	1215.50	972.50	1,201.00	961.00	1333.00	1266.50	1,013.00	1,251.50	1,001.00
	Thereafter, the wage specified in (a), i.e.	1426.50	1355.00	1,084.00	1,339.00	1,071.00	1486.50	1412.00	1,129.50	1,395.50	1,116.50
(c)	If advanced to Grade A employ										
	First six months from date of advancement	1426.50	1355.00	1,084.00	1,339.00	1,071.00	1486.50	1412.00	1,129.50	1,395.50	1,116.50

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	Second six months from date of advancement	1469.00	1395.50	1,116.50	1,379.00	1,103.00	1530.50	1454.00	1,163.00	1,437.00	1,149.50
	Third six months from date of advancement	1513.50	1438.00	1,150.50	1,421.00	1,137.00	1577.00	1498.00	1,198.50	1,480.50	1,184.50
	Thereafter, the wage specified for a qualified	1670.00	1586.50	1,269.00	1,568.00	1,254.50	1740.00	1653.00	1,322.50	1,633.50	1,307.00
Grade C employee											
(a)	Qualified	1266.00	1202.50	962.00	1,188.50	951.00	1319.00	1253.00	1,002.50	1,238.50	991.00
(b)	Learner										
	First year										
	First six months of experience	1134.50	1078.00	922.00	1,065.50	911.00	1182.00	1123.00	922.00	1,110.00	911.00
	Second six months of experience	1166.50	1108.00	922.00	1,095.00	911.00	1215.50	1154.50	923.50	1,141.00	913.00
	Thereafter, the wage specified in (a), i.e.	1266.00	1202.50	962.00	1,188.50	951.00	1319.00	1253.00	1,002.50	1,238.50	991.00
(c)	If advanced to Grade B employ										
	First six months from date of advancement	1266.00	1202.50	962.00	1,188.50	951.00	1319.00	1253.00	1,002.50	1,238.50	991.00
	Second six months from date of advancement	1279.50	1215.50	972.50	1,201.00	961.00	1333.00	1266.50	1,013.00	1,251.50	1,001.00
	Thereafter, the wage specified for a qualified	1426.50	1355.00	1,084.00	1,339.00	1,071.00	1486.50	1412.00	1,129.50	1,395.50	1,116.50
Part C - Clerical Employees											
Clerk											
(a)	Qualified	1837.50	1745.50	1,396.50	1,725.00	1,380.00	1914.50	1819.00	1,455.00	1,797.50	1,438.00
(b)	Learner										
	First year	1357.00	1289.00	1,031.00	1,274.00	1,019.00	1414.00	1343.50	1,075.00	1,327.50	1,062.00
	Second year	1474.00	1400.50	1,120.50	1,384.00	1,107.00	1536.00	1459.00	1,167.00	1,442.00	1,153.50
	Third year										
	First four months of experience	1611.50	1531.00	1,225.00	1,513.00	1,210.50	1679.00	1595.00	1,276.00	1,576.00	1,261.00
	Thereafter, the wage specified in (a), i.e.	1837.50	1745.50	1,396.50	1,725.00	1,380.00	1914.50	1819.00	1,455.00	1,797.50	1,438.00
Factory Clerk											

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(a) Qualified	1378.50	1309.50	1,047.50	1,294.00	1,035.00	1436.50	1364.50	1,091.50	1,348.50	1,079.00
(b) Learner										
First year	1098.50	1043.50	922.00	1,031.00	911.00	1144.50	1087.50	922.00	1,074.50	911.00
Second year	1170.50	1112.00	922.00	1,099.00	911.00	1219.50	1158.50	927.00	1,145.00	916.00
Third year										
First four months of experience	1266.00	1202.50	962.00	1,188.50	951.00	1319.00	1253.00	1,002.50	1,238.50	991.00
Thereafter, the wage specified in (a), i.e.	1378.50	1309.50	1,047.50	1,294.00	1,035.00	1436.50	1364.50	1,091.50	1,348.50	1,079.00
Part D - General										
Boiler attendant	1309.50	1244.00	995.00	1,229.50	983.50	1364.50	1296.50	1,037.00	1,281.00	1,025.00
Despatch packer	1353.00	1285.50	1,028.50	1,270.50	1,016.50	1410.00	1339.50	1,071.50	1,323.50	1,059.00
General Worker	1266.00	1202.50	962.00	1,188.50	951.00	1319.00	1253.00	1,002.50	1,238.50	991.00
Labourer	1279.50	1215.50	972.50	1,201.00	961.00	1333.00	1266.50	1,013.00	1,251.50	1,001.00
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	1353.00	1285.50	1,028.50	1,270.50	1,016.50	1410.00	1339.50	1,071.50	1,323.50	1,059.00
(b) exceeds 1 360 but not 2 720 kg	1404.50	1334.50	1,067.50	1,319.00	1,055.00	1463.50	1390.50	1,112.50	1,374.00	1,099.00
(c) exceeds 2 720 kg	1600.50	1520.50	1,216.50	1,502.50	1,202.00	1667.50	1584.00	1,267.00	1,565.50	1,252.50
Supervisor, quality controller and instructor	1715.50	1629.50	1,303.50	1,610.50	1,288.50	1787.50	1698.00	1,358.50	1,678.00	1,342.50
Traveller's driver	1404.50	1334.50	1,067.50	1,319.00	1,055.00	1463.50	1390.50	1,112.50	1,374.00	1,099.00
Watchman or caretaker, whose ordinary hours of work are -										
(a) less than 60 hours per week	1459.50	1386.50	1,109.00	1,370.00	1,096.00	1521.00	1445.00	1,156.00	1,428.00	1,142.50
(b) 60 hours per week	1531.50	1455.00	1,164.00	1,438.00	1,150.50	1596.00	1516.00	1,213.00	1,498.00	1,198.50
NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with the coming into effect of this Agreement, increase the Weekly Wage in line with this schedule										