

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 SEPTEMBER 2021 TO 31 AUGUST 2022

WAG ES	GROUP B (i.e. employees NOT on 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 March 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	2710.50	2575.00	2,060.00	2,544.50	2,035.50	2824.50	2683.50	2,147.00	2,652.00	2,121.50
(b)	Learner										
	First year										
	First six months of experience	1559.00	1481.00	1,185.00	1,463.50	1,171.00	1581.00	1502.00	1,201.50	1,484.50	1,187.50
	Second six months of experience	1721.00	1635.00	1,308.00	1,616.00	1,293.00	1746.00	1658.50	1,327.00	1,639.00	1,311.00
	Second year										
	First six months of experience	1885.00	1791.00	1,433.00	1,770.00	1,416.00	1912.00	1816.50	1,453.00	1,795.00	1,436.00
	Second six months of experience	2058.50	1955.50	1,564.50	1,932.50	1,546.00	2088.00	1983.50	1,587.00	1,960.00	1,568.00
	Third year										
	First six months of experience	2244.00	2132.00	1,705.50	2,107.00	1,685.50	2276.00	2162.00	1,729.50	2,136.50	1,709.00
	Next four months of experience	2423.00	2302.00	1,841.50	2,275.00	1,820.00	2457.50	2334.50	1,867.50	2,307.00	1,845.50
	Thereafter, the wage specified in (a), i.e.	2784.50	2645.50	2,116.50	2,614.50	2,091.50	2824.50	2683.50	2,147.00	2,652.00	2,121.50
Pattern Grader											
(a)	Qualified	2245.50	2133.00	1,706.50	2,108.00	1,686.50	2278.00	2164.00	1,731.00	2,138.50	1,711.00
(b)	Learner										
	First year										
	First six months of experience	1468.50	1395.00	1,116.00	1,378.50	1,103.00	1489.50	1415.00	1,132.00	1,398.50	1,119.00
	Second six months of experience	1559.00	1481.00	1,185.00	1,463.50	1,171.00	1581.00	1502.00	1,201.50	1,484.50	1,187.50
	Second year										
	First six months of experience	1654.50	1572.00	1,257.50	1,553.50	1,243.00	1678.00	1594.00	1,275.00	1,575.00	1,260.00
	Second six months of experience	1770.50	1682.00	1,345.50	1,662.00	1,329.50	1796.00	1706.00	1,365.00	1,686.00	1,349.00
	Third year										

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1 SEPTEMBER 2021 TO 31 AUGUST 2022

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			R	R	R	R	R	R	R	R	R	R
		First six months of experience	1885.00	1791.00	1,433.00	1,770.00	1,416.00	1912.00	1816.50	1,453.00	1,795.00	1,436.00
		Next four months of experience	2007.50	1907.00	1,525.50	1,884.50	1,507.50	2036.00	1934.00	1,547.00	1,911.00	1,529.00
		Thereafter, the wage specified in (a), i.e.	2245.50	2133.00	1,706.50	2,108.00	1,686.50	2278.00	2164.00	1,731.00	2,138.50	1,711.00
Football Jersey Cutter												
(a)		Qualified	1561.50	1483.50	1,187.00	1,466.00	1,173.00	1584.00	1505.00	1,204.00	1,487.50	1,190.00
(b)		Learner										
		First year										
		First six months of experience	1171.00	1112.50	922.00	1,099.50	911.00	1188.00	1128.50	922.00	1,115.00	911.00
		Second six months of experience	1242.00	1180.00	944.00	1,166.00	933.00	1260.00	1197.00	957.50	1,183.00	946.50
		Second year										
		First six months of experience	1308.00	1242.50	994.00	1,228.00	982.50	1327.00	1260.50	1,008.50	1,245.50	996.50
		Second six months of experience	1378.50	1309.50	1,047.50	1,294.00	1,035.00	1398.50	1328.50	1,063.00	1,313.00	1,050.50
		Third year										
		First four months of experience	1444.50	1372.50	1,098.00	1,356.50	1,085.00	1465.00	1392.00	1,113.50	1,375.50	1,100.50
		Thereafter, the wage specified in (a), i.e.	1561.50	1483.50	1,187.00	1,466.00	1,173.00	1584.00	1505.00	1,204.00	1,487.50	1,190.00
Layer-up												
(a)		Qualified	1346.00	1278.50	1,023.00	1,263.50	1,011.00	1365.00	1297.00	1,037.50	1,281.50	1,025.00
(b)		Learner										
		First year										
		First six months of experience	1133.50	1077.00	922.00	1,064.50	911.00	1150.00	1092.50	922.00	1,079.50	911.00
		Second six months of experience	1171.00	1112.50	922.00	1,099.50	911.00	1188.00	1128.50	922.00	1,115.00	911.00
		Second year										
		First six months of experience	1225.50	1164.00	931.00	1,150.50	920.50	1243.00	1181.00	945.00	1,167.00	933.50
		Thereafter, the wage specified in (a), i.e.	1346.00	1278.50	1,023.00	1,263.50	1,011.00	1365.00	1297.00	1,037.50	1,281.50	1,025.00

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		R	R	R	R	R	R	R	R	R	R
Part B - Factory Operatives											
Grade A employee:											
(a)	Qualified	1721.00	1635.00	1,308.00	1,616.00	1,293.00	1746.00	1658.50	1,327.00	1,639.00	1,311.00
(b)	Learner										
	First year										
	First six months of experience	1211.00	1150.50	922.00	1,137.00	911.00	1228.50	1167.00	933.50	1,153.50	923.00
	Second six months of experience	1306.00	1240.50	992.50	1,226.00	981.00	1325.00	1259.00	1,007.00	1,244.00	995.00
	Second year										
	First six months of experience	1395.00	1325.50	1,060.50	1,310.00	1,048.00	1415.00	1344.50	1,075.50	1,328.50	1,063.00
	Second six months of experience	1468.50	1395.00	1,116.00	1,378.50	1,103.00	1489.50	1415.00	1,132.00	1,398.50	1,119.00
	Third year										
	First four months of experience	1561.50	1483.50	1,187.00	1,466.00	1,173.00	1584.00	1505.00	1,204.00	1,487.50	1,190.00
	Thereafter, the wage specified in (a), i.e.	1721.00	1635.00	1,308.00	1,616.00	1,293.00	1746.00	1658.50	1,327.00	1,639.00	1,311.00
Grade B employee:											
(a)	Qualified	1471.00	1397.50	1,118.00	1,381.00	1,105.00	1492.00	1417.50	1,134.00	1,401.00	1,121.00
(b)	Learner										
	First year										
	First six months of experience	1194.50	1135.00	922.00	1,121.50	911.00	1212.00	1151.50	922.00	1,138.00	911.00
	Second six months of experience	1256.50	1193.50	955.00	1,179.50	943.50	1274.50	1211.00	969.00	1,197.00	957.50
	Second year										
	First six months of experience	1320.00	1254.00	1,003.00	1,239.00	991.00	1339.00	1272.00	1,017.50	1,257.00	1,005.50
	Thereafter, the wage specified in (a), i.e.	1471.00	1397.50	1,118.00	1,381.00	1,105.00	1492.00	1417.50	1,134.00	1,401.00	1,121.00
(c)	If advanced to Grade A employee:										
	First six months from date of advancement	1471.00	1397.50	1,118.00	1,381.00	1,105.00	1492.00	1417.50	1,134.00	1,401.00	1,121.00
	Second six months from date of	1516.00	1440.00	1,152.00	1,423.00	1,138.50	1537.50	1460.50	1,168.50	1,443.50	1,155.00

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		R	R	R	R	R	R	R	R	R	R
	Third six months from date of advancement	1561.50	1483.50	1,187.00	1,466.00	1,173.00	1584.00	1505.00	1,204.00	1,487.50	1,190.00
	Thereafter, the wage specified for a	1721.00	1635.00	1,308.00	1,616.00	1,293.00	1746.00	1658.50	1,327.00	1,639.00	1,311.00
Grade C employee:											
(a)	Qualified	1306.00	1240.50	992.50	1,226.00	981.00	1325.00	1259.00	1,007.00	1,244.00	995.00
(b)	Learner										
	First year										
	First six months of experience	1170.00	1111.50	922.00	1,098.50	911.00	1187.00	1127.50	922.00	1,114.00	911.00
	Second six months of experience	1203.50	1143.50	922.00	1,130.00	911.00	1221.00	1160.00	928.00	1,146.50	917.00
	Thereafter, the wage specified in (a), i.e.	1306.00	1240.50	992.50	1,226.00	981.00	1325.00	1259.00	1,007.00	1,244.00	995.00
(c)	If advanced to Grade B employee:										
	First six months from date of advancement	1306.00	1240.50	992.50	1,226.00	981.00	1325.00	1259.00	1,007.00	1,244.00	995.00
	Second six months from date of	1320.00	1254.00	1,003.00	1,239.00	991.00	1339.00	1272.00	1,017.50	1,257.00	1,005.50
	Thereafter, the wage specified for a	1471.00	1397.50	1,118.00	1,381.00	1,105.00	1492.00	1417.50	1,134.00	1,401.00	1,121.00
Part C - Clerical employees											
Clerk											
(a)	Qualified	1897.00	1802.00	1,441.50	1,781.00	1,425.00	1924.50	1828.50	1,463.00	1,807.00	1,445.50
(b)	Learner										
	First year	1398.00	1328.00	1,062.50	1,312.50	1,050.00	1418.00	1347.00	1,077.50	1,331.00	1,065.00
	Second year	1521.00	1445.00	1,156.00	1,428.00	1,142.50	1543.00	1466.00	1,173.00	1,449.00	1,159.00
	Third year										
	First four months of experience	1663.00	1580.00	1,264.00	1,561.50	1,249.00	1687.00	1602.50	1,282.00	1,583.50	1,267.00
	Thereafter, the wage specified in (a), i.e.	1897.00	1802.00	1,441.50	1,781.00	1,425.00	1924.50	1828.50	1,463.00	1,807.00	1,445.50
Factory Clerk											
(a)	Qualified	1424.00	1353.00	1,082.50	1,337.00	1,069.50	1444.50	1372.50	1,098.00	1,356.50	1,085.00

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		R	R	R	R	R	R	R	R	R	R
(b)	Learner										
	First year	1133.50	1077.00	922.00	1,064.50	911.00	1150.00	1092.50	922.00	1,079.50	911.00
	Second year	1208.00	1147.50	922.00	1,134.00	911.00	1225.50	1164.00	931.00	1,150.50	920.50
	Third year										
	First four months of experience	1306.00	1240.50	992.50	1,226.00	981.00	1325.00	1259.00	1,007.00	1,244.00	995.00
	Thereafter, the wage specified in (a), i.e.	1424.00	1353.00	1,082.50	1,337.00	1,069.50	1444.50	1372.50	1,098.00	1,356.50	1,085.00
Part D - General											
	Boiler attendant	1352.50	1285.00	1,028.00	1,270.00	1,016.00	1372.00	1303.50	1,043.00	1,288.00	1,030.50
	Despatch packer	1395.00	1325.50	1,060.50	1,310.00	1,048.00	1415.00	1344.50	1,075.50	1,328.50	1,063.00
	General Worker	1306.00	1240.50	992.50	1,226.00	981.00	1325.00	1259.00	1,007.00	1,244.00	995.00
	Labourer	1320.00	1254.00	1,003.00	1,239.00	991.00	1339.00	1272.00	1,017.50	1,257.00	1,005.50
	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	1395.00	1325.50	1,060.50	1,310.00	1,048.00	1415.00	1344.50	1,075.50	1,328.50	1,063.00
(b)	exceeds 1 360 but not 2 720 kg	1448.00	1375.50	1,100.50	1,359.50	1,087.50	1469.00	1395.50	1,116.50	1,379.00	1,103.00
(c)	exceeds 2 720 kg	1654.50	1572.00	1,257.50	1,553.50	1,243.00	1678.00	1594.00	1,275.00	1,575.00	1,260.00
	Supervisor, quality controller and instructor	1770.50	1682.00	1,345.50	1,662.00	1,329.50	1796.00	1706.00	1,365.00	1,686.00	1,349.00
	Traveller's driver	1448.00	1375.50	1,100.50	1,359.50	1,087.50	1469.00	1395.50	1,116.50	1,379.00	1,103.00
	Watchman or caretaker, whose ordinary hours of work are -										
(a)	less than 60 hours per week	1505.50	1430.00	1,144.00	1,413.00	1,130.50	1527.50	1451.00	1,161.00	1,434.00	1,147.00
(b)	60 hours per week	1581.50	1502.50	1,202.00	1,485.00	1,188.00	1604.00	1524.00	1,219.00	1,506.00	1,205.00
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											