

NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY (KWAZULU-NATAL)
MAIN AGREEMENT FOR THE CLOTHING SECTOR NEW WAGE RATES NEGOTIATED BY THE PARTIES
FOR THE PERIOD 1 SEPTEMBER 2021 TO 31 AUGUST 2022

WAGE SCHEDULE		GROUP A (i.e Employers contributing to the Productivity incentive Scheme)				
Description of Occupation		Wage 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)	Across-the-Board-Increase 4.2%	Wage per week from 01 Sep 2021 to 31 Aug 2022	New Employees 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)
Part A		R	R	R	R	R
GRADE 1						
(a)	Qualified	1,430.15	1,144.10	60.05	1,490.20	1,192.15
(b)	Learner					
	0 - 6 months	943.95	921.85	39.65	983.60	921.85
	7 - 12 months	1,044.20	921.85	43.85	1,088.05	921.85
	13 - 18 months **	1,144.25	921.85	48.05	1,192.30	953.85
	Thereafter, the qualifying wage applies	1,430.15	1,144.10	60.05	1,490.20	1,192.15
GRADE 2						
(a)	Qualified	1,242.90	994.30	52.20	1,295.10	1,036.10
(b)	Learner					
	0 - 6 months	938.90	921.85	39.45	978.35	921.85
	Thereafter, the qualifying wage applies	1,242.90	994.30	52.20	1,295.10	1,036.10
GRADE A						
(a)	Qualified	1,273.55	1,018.85	53.50	1,327.05	1,061.65
(b)	Learner					
	0 - 6 months	989.20	921.85	41.55	1,030.75	921.85
	Thereafter, the qualifying wage applies	1,273.55	1,018.85	53.50	1,327.05	1,061.65
HEAD CUTTER		2,281.70	1,825.35	95.85	2,377.55	1,902.05
ASSISTANT HEAD CUTTER		1,825.20	1,460.15	76.65	1,901.85	1,521.50
CUTTER/TRIMMER						
(a)	Qualified	1,433.60	1,146.90	60.20	1,493.80	1,195.05
(b)	Learner					
	0 - 6 months	921.85	921.85	38.70	960.55	921.85
	7 - 12 months	1,004.75	921.85	42.20	1,046.95	921.85
	13 - 18 months	1,105.95	921.85	46.45	1,152.40	921.90
	19 - 22 months	1,226.25	981.00	51.50	1,277.75	1,022.20
	Thereafter, the qualifying wage applies	1,433.60	1,146.90	60.20	1,493.80	1,195.05
BAND KNIFE CUTTER						
(a)	Qualified	1,508.75	1,207.00	63.35	1,572.10	1,257.70
(b)	Learner					
	0 - 6 months	1,006.05	921.85	42.25	1,048.30	921.85
	7 - 12 months	1,117.20	921.85	46.90	1,164.10	931.30
	13 - 18 months	1,219.10	975.30	51.20	1,270.30	1,016.25
	19 - 22 months	1,335.20	1,068.15	56.10	1,391.30	1,113.05
	Thereafter, the qualifying wage applies	1,508.75	1,207.00	63.35	1,572.10	1,257.70
MECHANIC						
(a)	Qualified	2,452.05	1,961.65	103.00	2,555.05	2,044.05
(b)	Learner					
	0 - 6 months	1,131.35	921.85	47.50	1,178.85	943.10
	7 - 12 months	1,299.15	1,039.30	54.55	1,353.70	1,082.95

**NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY (KWAZULU-NATAL)
 MAIN AGREEMENT FOR THE CLOTHING SECTOR NEW WAGE RATES NEGOTIATED BY THE PARTIES
 FOR THE PERIOD 1 SEPTEMBER 2021 TO 31 AUGUST 2022**

Description of Occupation			Wage 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)	Across-the-Board-Increase 4.2%	Wage per week from 01 Sep 2021 to 31 Aug 2022	New Employees 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)
		13 - 18 months	1,490.95	1,192.75	62.60	1,553.55	1,242.85
		19 - 24 months	1,682.90	1,346.30	70.70	1,753.60	1,402.90
		25 - 30 months	1,887.45	1,509.95	79.25	1,966.70	1,573.35
		31 - 36 months	2,075.60	1,660.50	87.20	2,162.80	1,730.25
		37 - 40 months	2,260.55	1,808.45	94.95	2,355.50	1,884.40
		Thereafter, the qualifying wage applies	2,452.05	1,961.65	103.00	2,555.05	2,044.05
CLERK *							
	(a)	Qualified	1,532.60	1,226.10	64.35	1,596.95	1,277.55
	(b)	Learner					
		0 - 6 months	1,042.05	921.85	43.75	1,085.80	921.85
		7 - 12 months	1,176.60	941.30	49.40	1,226.00	980.80
		13 - 18 months	1,287.20	1,029.75	54.05	1,341.25	1,073.00
		Thereafter, the qualifying wage applies	1,532.60	1,226.10	64.35	1,596.95	1,277.55
WATCHMAN			1,284.55	1,027.65	53.95	1,338.50	1,070.80
DRIVER 1			1,206.55	965.25	50.70	1,257.25	1,005.80
DRIVER 2			1,318.40	1,054.70	55.35	1,373.75	1,099.00
DRIVER 3			1,537.30	1,229.85	64.55	1,601.85	1,281.50
DRIVER 4			1,856.70	1,485.35	78.00	1,934.70	1,547.75
FOREPERSON			1,757.75	1,406.20	73.85	1,831.60	1,465.30
* Provided a registered productivity incentive scheme is in place.							
** Provided that a sewing machinist (grade 1) should be paid the qualified rate of pay after 18 months of experience.							
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 for those employees by the agreed Wage Increase of 4.2%, Across-the-Board.							