

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 B (i.e Employers NOT 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 | 1436.75 | 1,149.40 | 60.35 | 1497.10 | 1,197.70 |
| | (b) Learner | | | | | |
| | 0 - 6 months | 948.40 | 921.85 | 39.85 | 988.25 | 921.85 |
| | 7 - 12 months | 1049.00 | 921.85 | 44.05 | 1093.05 | 921.85 |
| | 13 - 18 months ** | 1149.60 | 921.85 | 48.30 | 1197.90 | 958.30 |
| | Thereafter, the qualifying wage applies | 1436.75 | 1,149.40 | 60.35 | 1497.10 | 1,197.70 |
| GRADE 2 | | | | | | |
| | (a) Qualified | 1248.80 | 999.05 | 52.45 | 1301.25 | 1,041.00 |
| | (b) Learner | | | | | |
| | 0 - 6 months | 943.25 | 921.85 | 39.60 | 982.85 | 921.85 |
| | Thereafter, the qualifying wage applies | 1248.80 | 999.05 | 52.45 | 1301.25 | 1,041.00 |
| GRADE A | | | | | | |
| | (a) Qualified | 1279.30 | 1,023.45 | 53.75 | 1333.05 | 1,066.45 |
| | (b) Learner | | | | | |
| | 0 - 6 months | 993.90 | 921.85 | 41.75 | 1035.65 | 921.85 |
| | Thereafter, the qualifying wage applies | 1279.30 | 1,023.45 | 53.75 | 1333.05 | 1,066.45 |
| | HEAD CUTTER | 2292.15 | 1,833.70 | 96.25 | 2388.40 | 1,910.70 |
| | ASSISTANT HEAD CUTTER | 1833.55 | 1,466.85 | 77.00 | 1910.55 | 1,528.45 |
| | CUTTER/TRIMMER | | | | | |
| | (a) Qualified | 1440.30 | 1,152.25 | 60.50 | 1500.80 | 1,200.65 |
| | (b) Learner | | | | | |
| | 0 - 6 months | 921.85 | 921.85 | 38.70 | 960.55 | 921.85 |
| | 7 - 12 months | 1009.15 | 921.85 | 42.40 | 1051.55 | 921.85 |
| | 13 - 18 months | 1111.15 | 921.85 | 46.65 | 1157.80 | 926.25 |
| | 19 - 22 months | 1231.75 | 985.40 | 51.75 | 1283.50 | 1,026.80 |
| | Thereafter, the qualifying wage applies | 1440.30 | 1,152.25 | 60.50 | 1500.80 | 1,200.65 |
| | BAND KNIFE CUTTER | | | | | |
| | (a) Qualified | 1515.65 | 1,212.50 | 63.65 | 1579.30 | 1,263.45 |
| | (b) Learner | | | | | |
| | 0 - 6 months | 1010.60 | 921.85 | 42.45 | 1053.05 | 921.85 |
| | 7 - 12 months | 1122.45 | 921.85 | 47.15 | 1169.60 | 935.70 |
| | 13 - 18 months | 1224.90 | 979.90 | 51.45 | 1276.35 | 1,021.10 |
| | 19 - 22 months | 1341.30 | 1,073.05 | 56.35 | 1397.65 | 1,118.10 |
| | Thereafter, the qualifying wage applies | 1515.65 | 1,212.50 | 63.65 | 1579.30 | 1,263.45 |
| | MECHANIC | | | | | |

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|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------|-----------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------|-----------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| (a) | Qualified | 2463.30 | 1,970.65 | 103.45 | 2566.75 | 2,053.40 |
| (b) | Learner | | | | | |
| | 0 - 6 months | 1136.40 | 921.85 | 47.75 | 1184.15 | 947.30 |
| | 7 - 12 months | 1305.25 | 1,044.20 | 54.80 | 1360.05 | 1,088.05 |
| | 13 - 18 months | 1498.10 | 1,198.50 | 62.90 | 1561.00 | 1,248.80 |
| | 19 - 24 months | 1690.80 | 1,352.65 | 71.00 | 1761.80 | 1,409.45 |
| | 25 - 30 months | 1896.30 | 1,517.05 | 79.65 | 1975.95 | 1,580.75 |
| | 31 - 36 months | 2085.15 | 1,668.10 | 87.60 | 2172.75 | 1,738.20 |
| | 37 - 40 months | 2271.10 | 1,816.90 | 95.40 | 2366.50 | 1,893.20 |
| | Thereafter, the qualifying wage applies | 2463.30 | 1,970.65 | 103.45 | 2566.75 | 2,053.40 |
| CLERK * | | | | | | |
| (a) | Qualified | 1539.75 | 1,231.80 | 64.65 | 1604.40 | 1,283.50 |
| (b) | Learner | | | | | |
| | 0 - 6 months | 1046.85 | 921.85 | 43.95 | 1090.80 | 921.85 |
| | 7 - 12 months | 1182.00 | 945.60 | 49.65 | 1231.65 | 985.30 |
| | 13 - 18 months | 1293.05 | 1,034.45 | 54.30 | 1347.35 | 1,077.90 |
| | Thereafter, the qualifying wage applies | 1539.75 | 1,231.80 | 64.65 | 1604.40 | 1,283.50 |
| WATCHMAN | | 1290.45 | 1,032.35 | 54.20 | 1344.65 | 1,075.70 |
| DRIVER 1 | | 1212.15 | 969.70 | 50.90 | 1263.05 | 1,010.45 |
| DRIVER 2 | | 1324.50 | 1,059.60 | 55.65 | 1380.15 | 1,104.10 |
| DRIVER 3 | | 1544.45 | 1,235.55 | 64.85 | 1609.30 | 1,287.45 |
| DRIVER 4 | | 1865.40 | 1,492.30 | 78.35 | 1943.75 | 1,555.00 |
| FOREPERSON | | 1765.95 | 1,412.75 | 74.15 | 1840.10 | 1,472.10 |
| * | 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. | | | | | | |