

**NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY
FOR THE KWAZULU-NATAL REGION (GARMENT KNITTING SECTOR)
FOR THE PERIOD 1 SEPTEMBER 2021 - 31 AUGUST 2022**

WAGE SCHEDULE		GROUP A (i.e. Employers contributing to the Productivity incentive)				
DESCRIPTION OF OCCUPATION		Wage rate 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 rate 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)
		R	R	R	R	R
(i)	Foreman:	2684.55	2,147.65	112.75	2797.30	2,237.85
(ii)	Dyer: (See (iv) below)					
(iii)	Storeman:					
	(i) Qualified:	2584.05	2,067.25	108.55	2692.60	2,154.10
	(ii) Learners:					
	first six months of experience	933.55	921.85	39.20	972.75	921.85
	second six months of experience	1346.20	1,076.95	56.55	1402.75	1,122.20
	third six months of experience	1759.05	1,407.25	73.90	1832.95	1,466.35
	next four months of experience	2171.50	1,737.20	91.20	2262.70	1,810.15
	Thereafter, the wage specified in (iii)(i) i.e.	2584.05	2,067.25	108.55	2692.60	2,154.10
(iv)	Mechanic/Dyer:					
	(i) Qualified:	2684.55	2,147.65	112.75	2797.30	2,237.85
	(ii) Learners:					
	first six months of experience	933.55	921.85	39.20	972.75	921.85
	second six months of experience	1108.35	921.85	46.55	1154.90	923.90
	third six months of experience	1283.50	1,026.80	53.90	1337.40	1,069.90
	fourth six months of experience	1458.90	1,167.10	61.25	1520.15	1,216.10
	fifth six months of experience	1634.10	1,307.30	68.65	1702.75	1,362.20
	sixth six months of experience	1808.65	1,446.90	75.95	1884.60	1,507.70
	seventh six months of experience	1984.25	1,587.40	83.35	2067.60	1,654.10
	eighth six months of experience	2159.30	1,727.45	90.70	2250.00	1,800.00
	ninth six months of experience	2334.20	1,867.35	98.05	2432.25	1,945.80
	next four months of experience	2509.80	2,007.85	105.40	2615.20	2,092.15
	Thereafter, the wage specified in (iv)(i) i.e.	2684.55	2,147.65	112.75	2797.30	2,237.85
(v)	Mechanic's Assistant:					
	(i) Qualified:	1758.55	1,406.85	73.85	1832.40	1,465.90
	(ii) Learners:					
	first six months of experience	933.55	921.85	39.20	972.75	921.85
	second six months of experience	1015.25	921.85	42.65	1057.90	921.85
	third six months of experience	1098.95	921.85	46.15	1145.10	921.85
	fourth six months of experience	1180.45	944.35	49.60	1230.05	984.05
	fifth six months of experience	1263.45	1,010.75	53.05	1316.50	1,053.20
	sixth six months of experience	1346.30	1,077.05	56.55	1402.85	1,122.30
	seventh six months of experience	1428.35	1,142.70	60.00	1488.35	1,190.70
	eighth six months of experience	1511.30	1,209.05	63.45	1574.75	1,259.80
	ninth six months of experience	1593.35	1,274.70	66.90	1660.25	1,328.20
	next four months of experience	1676.05	1,340.85	70.40	1746.45	1,397.15
	Thereafter, the wage specified in (v)(i) i.e.	1758.55	1,406.85	73.85	1832.40	1,465.90
(vi)	Supervisor:	1859.00	1,487.20	78.10	1937.10	1,549.70

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(vii) Final Examiner of fully-fashioned garments:	1726.35	1,381.10	72.50	1798.85	1,439.10	
(viii) Factory Clerk, Despatch Clerk, Stores Clerk:						

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	(i) Qualified:	1690.35	1,352.30	71.00	1761.35	1,409.10
	(ii) Learners:					
	first six months of experience	933.55	921.85	39.20	972.75	921.85
	second six months of experience	1122.55	921.85	47.15	1169.70	935.75
	third six months of experience	1311.85	1,049.50	55.10	1366.95	1,093.55
	next four months of experience	1501.30	1,201.05	63.05	1564.35	1,251.50
	Thereafter, the wage specified in (viii)(i) i.e.	1690.35	1,352.30	71.00	1761.35	1,409.10
(ix)	Knitting Machine Operator, Warp Knitting Machine Operator, Dyer's Assistant, Colouring Mass-Measurer and/or Cutter or Shaper (Knitting) of fully-fashioned garments,					
	(i) Qualified:	1690.35	1,352.30	71.00	1761.35	1,409.10
	(ii) Learners:					
	first six months of experience	933.55	921.85	39.20	972.75	921.85
	second six months of experience	1059.30	921.85	44.50	1103.80	921.85
	third six months of experience	1185.30	948.25	49.80	1235.10	988.10
	fourth six months of experience	1311.85	1,049.50	55.10	1366.95	1,093.55
	fifth six months of experience	1437.95	1,150.35	60.40	1498.35	1,198.70
	next four months of experience	1564.40	1,251.50	65.70	1630.10	1,304.10
	Thereafter, the wage specified in (ix)(i) i.e.	1690.35	1,352.30	71.00	1761.35	1,409.10
(x)	Loader of magazine or comb, Linker, Overlocker other than an overlocker of seconds in socks, Sewing Machinist (Knitting) including a button, buttonhole and hemming machinist, Mender and Plain Sewer:					
	(i) Qualified:	1474.95	1,179.95	61.95	1536.90	1,229.50
	(ii) Learners:					
	first six months of experience	933.55	921.85	39.20	972.75	921.85
	second six months of experience	1068.50	921.85	44.90	1113.40	921.85
	third six months of experience	1203.80	963.05	50.55	1254.35	1,003.50
	next four months of experience	1339.70	1,071.75	56.25	1395.95	1,116.75
	Thereafter, the wage specified in (x)(i) i.e.	1474.95	1,179.95	61.95	1536.90	1,229.50
(xi)	Driver of a Motor Vehicle, the unladen mass of which, together with the unladen mass of any trailer or trailers drawn by such vehicle—:					
	(a) does not exceed 453,5 kg	1410.05	1,128.05	59.20	1469.25	1,175.40
	(b) exceeds 453,5 kg but not 2 721 kg	1664.80	1,331.85	69.90	1734.70	1,387.75
	(c) exceeds 2 721 kg but not 4 535 kg	1772.85	1,418.30	74.45	1847.30	1,477.85
	(d) exceeds 4 535 kg	1923.85	1,539.10	80.80	2004.65	1,603.70
(xii)	Security Officer:	2153.50	1,722.80	90.45	2243.95	1,795.15

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(xiii) Watchman:	1661.95	1,329.55	69.80	1731.75	1,385.40	
(xiv) Employee not elsewhere specified:						
(i) Qualified:	1730.30	1,384.25	72.65	1802.95	1,442.35	

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(ii)	Learners:					
	first six months of experience	933.55	921.85	39.20	972.75	921.85
	second six months of experience	1132.30	921.85	47.55	1179.85	943.90
	third six months of experience	1332.20	1,065.75	55.95	1388.15	1,110.50
	next four months of experience	1531.05	1,224.85	64.30	1595.35	1,276.30
	thereafter, the wage specified in (xiv)(i) i.e.	1730.30	1,384.25	72.65	1802.95	1,442.35
(xv)	Seamer, Mender of socks, Sorter, Cleaner (i.e. an employee engaged in cleaning garments and/or fabrics), Grader, Sampler (i.e. an employee engaged in the making up of sample cards), Winder, Overlocker for seconds in socks and/or Examiner of knitted fabrics and articles, Backwinder, Drawthreader, Pre- and Post-Boarder or Former, Precutter, Presser, Turner, Operator of calendar, slitting, setting or steaming machine, Operator of brushing, raising and/or cropping machine, Operator of dye machine, Operator of drying and/or hydro-extracting machine, employee engaged in Transferring and/or Labelling, Trimming of surplus threads, Folding, Carding and/or Packing, Waxring Maker, Boiler Attendant, Creeler, Despatch Packer, Parcel Maker and					
(i)	Qualified:	1212.55	970.05	50.95	1263.50	1,010.80
(ii)	Learners:					
	first six months of experience	933.55	921.85	39.20	972.75	921.85
	second six months of experience	1026.25	921.85	43.10	1069.35	921.85
	third six months of experience	1120.10	921.85	47.05	1167.15	933.70
	Thereafter, the wage specified in (xv) (i) i.e.	1212.55	970.05	50.95	1263.50	1,010.80
(xvi)	Traveller's Assistant, Cloakroom Supervisor	1212.55	970.05	50.95	1263.50	1,010.80
(xvii)	General Worker (Knitting)	1408.50	1,126.80	59.15	1467.65	1,174.10
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.						