

**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 B (i.e Employers NOT 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:	2697.00	2,157.60	113.25	2810.25	2,248.20
(ii)	Dyer: (See (iv) below)					
(iii)	Storeman:					
	(i) Qualified:	2595.95	2,076.75	109.05	2705.00	2,164.00
	(ii) Learners:					
	first six months of experience	937.95	921.85	39.40	977.35	921.85
	second six months of experience	1352.35	1,081.90	56.80	1409.15	1,127.30
	third six months of experience	1767.15	1,413.70	74.20	1841.35	1,473.10
	next four months of experience	2181.50	1,745.20	91.60	2273.10	1,818.50
	Thereafter, the wage specified in (iii)(i) i.e.	2595.95	2,076.75	109.05	2705.00	2,164.00
(iv)	Mechanic/Dyer:					
	(i) Qualified:	2697.00	2,157.60	113.25	2810.25	2,248.20
	(ii) Learners:					
	first six months of experience	937.95	921.85	39.40	977.35	921.85
	second six months of experience	1113.70	921.85	46.80	1160.50	928.40
	third six months of experience	1289.60	1,031.70	54.15	1343.75	1,075.00
	fourth six months of experience	1465.50	1,172.40	61.55	1527.05	1,221.65
	fifth six months of experience	1641.85	1,313.50	68.95	1710.80	1,368.65
	sixth six months of experience	1817.00	1,453.60	76.30	1893.30	1,514.65
	seventh six months of experience	1993.45	1,594.75	83.70	2077.15	1,661.70
	eighth six months of experience	2169.40	1,735.50	91.10	2260.50	1,808.40
	ninth six months of experience	2345.05	1,876.05	98.50	2443.55	1,954.85
	next four months of experience	2521.35	2,017.10	105.90	2627.25	2,101.80
	Thereafter, the wage specified in (iv)(i) i.e.	2697.00	2,157.60	113.25	2810.25	2,248.20
(v)	Mechanic's Assistant:					
	(i) Qualified:	1766.75	1,413.40	74.20	1840.95	1,472.75
	(ii) Learners:					
	first six months of experience	937.95	921.85	39.40	977.35	921.85
	second six months of experience	1019.95	921.85	42.85	1062.80	921.85
	third six months of experience	1104.05	921.85	46.35	1150.40	921.85
	fourth six months of experience	1185.95	948.75	49.80	1235.75	988.60
	fifth six months of experience	1269.45	1,015.55	53.30	1322.75	1,058.20
	sixth six months of experience	1352.55	1,082.05	56.80	1409.35	1,127.50
	seventh six months of experience	1435.00	1,148.00	60.25	1495.25	1,196.20
	eighth six months of experience	1518.05	1,214.45	63.75	1581.80	1,265.45
	ninth six months of experience	1600.70	1,280.55	67.25	1667.95	1,334.35
	next four months of experience	1683.65	1,346.90	70.70	1754.35	1,403.50
	Thereafter, the wage specified in (v)(i) i.e.	1766.75	1,413.40	74.20	1840.95	1,472.75
(vi)	Supervisor:	1867.60	1,494.10	78.45	1946.05	1,556.85

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(vii) Final Examiner of fully-fashioned garments:	1734.30	1,387.45	72.85	1807.15	1,445.70	
(viii) Factory Clerk, Despatch Clerk, Stores Clerk:						

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	(i) Qualified:	1698.25	1,358.60	71.35	1769.60	1,415.70
	(ii) Learners:					
	first six months of experience	937.95	921.85	39.40	977.35	921.85
	second six months of experience	1127.85	921.85	47.35	1175.20	940.15
	third six months of experience	1318.05	1,054.45	55.35	1373.40	1,098.70
	next four months of experience	1508.25	1,206.60	63.35	1571.60	1,257.30
	Thereafter, the wage specified in (viii)(i) i.e.	1698.25	1,358.60	71.35	1769.60	1,415.70
(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:	1698.25	1,358.60	71.35	1769.60	1,415.70
	(ii) Learners:					
	first six months of experience	937.95	921.85	39.40	977.35	921.85
	second six months of experience	1064.40	921.85	44.70	1109.10	921.85
	third six months of experience	1190.85	952.70	50.00	1240.85	992.70
	fourth six months of experience	1318.15	1,054.50	55.35	1373.50	1,098.80
	fifth six months of experience	1444.50	1,155.60	60.65	1505.15	1,204.10
	next four months of experience	1571.65	1,257.30	66.00	1637.65	1,310.10
	Thereafter, the wage specified in (ix)(i) i.e.	1698.25	1,358.60	71.35	1769.60	1,415.70
(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:	1481.90	1,185.50	62.25	1544.15	1,235.30
	(ii) Learners:					
	first six months of experience	937.95	921.85	39.40	977.35	921.85
	second six months of experience	1073.35	921.85	45.10	1118.45	921.85
	third six months of experience	1209.40	967.50	50.80	1260.20	1,008.15
	next four months of experience	1345.85	1,076.70	56.55	1402.40	1,121.90
	Thereafter, the wage specified in (x)(i) i.e.	1481.90	1,185.50	62.25	1544.15	1,235.30
(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	1416.55	1,133.25	59.50	1476.05	1,180.85
	(b) exceeds 453,5 kg but not 2 721 kg	1672.55	1,338.05	70.25	1742.80	1,394.25
	(c) exceeds 2 721 kg but not 4 535 kg	1781.00	1,424.80	74.80	1855.80	1,484.65

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	(d) exceeds 4 535 kg	1932.65	1,546.10	81.15	2013.80	1,611.05
(xii)	Security Officer:	2163.50	1,730.80	90.85	2254.35	1,803.50
(xiii)	Watchman:	1669.60	1,335.70	70.10	1739.70	1,391.75
(xiv)	Employee not elsewhere specified:					
	(i) Qualified:	1738.15	1,390.50	73.00	1811.15	1,448.90

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	(ii) Learners:					
	first six months of experience	937.95	921.85	39.40	977.35	921.85
	second six months of experience	1137.75	921.85	47.80	1185.55	948.45
	third six months of experience	1338.25	1,070.60	56.20	1394.45	1,115.55
	next four months of experience	1538.15	1,230.50	64.60	1602.75	1,282.20
	thereafter, the wage specified in (xiv)(i) i.e.	1738.15	1,390.50	73.00	1811.15	1,448.90
(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 Floor Walker/Runner					
	(i) Qualified:	1218.15	974.50	51.15	1269.30	1,015.45
	(ii) Learners:					
	first six months of experience	937.95	921.85	39.40	977.35	921.85
	second six months of experience	1031.05	921.85	43.30	1074.35	921.85
	third six months of experience	1125.15	921.85	47.25	1172.40	937.90
	Thereafter, the wage specified in (xv) (i) i.e.	1218.15	974.50	51.15	1269.30	1,015.45
(xvi)	Traveller's Assistant, Cloakroom Supervisor and/or Attendant, Teamaker	1218.15	974.50	51.15	1269.30	1,015.45
(xvii)	General Worker (Knitting)	1415.10	1,132.10	59.45	1474.55	1,179.65
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.						