

**NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY (WESTERN 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**

4. WAGES		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)							
(1)	Subject to the provisions of this Agreement, the minimum wages that shall be paid to and accepted by the undermentioned classes of employees, employed at Garment Knitting establishments, shall be as follows:					Note: Reduced to 20 cents if employee is not a member of the Industry's Provident Fund. (Refer Clause Clause 4(12) of the Knitting Division Agreement)			
DESCRIPTION			Wage per week from 1 March 2021 - 31 August 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 1 Sep 2021 - 31 August 2022	Plus "2001 Allowance" (*See note above)	Wage per week from 1 Sep 2021 - 31 August 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	R	R
<b>Part A - Cutting Department</b>									
Pattern Maker:									
(a)	Qualified		2700.00	2160.00	113.50	2813.50	10.30	2823.80	2251.00
(b)	Learner								
	First year								
		First six months of experience	1512.00	1209.50	63.50	1575.50	5.86	1581.36	1260.50
		Second six months of experience	1670.00	1336.00	70.00	1740.00	6.45	1746.45	1392.00
	Second year								
		First six months of experience	1826.50	1461.00	76.50	1903.00	7.04	1910.04	1522.50
		Second six months of experience	1994.00	1595.00	83.50	2077.50	7.67	2085.17	1662.00
	Third year								
		First six months of experience	2175.50	1740.50	91.50	2267.00	8.34	2275.34	1813.50
		Next four months of experience	2347.00	1877.50	98.50	2445.50	8.99	2454.49	1956.50
		Thereafter, the wage specified in (a),	2700.00	2160.00	113.50	2813.50	10.30	2823.80	2251.00
Pattern Grader									
(a)	Qualified		2177.50	1742.00	91.50	2269.00	8.35	2277.35	1815.00
(b)	Learner								
	First year								
		First six months of experience	1421.00	1137.00	59.50	1480.50	5.52	1486.02	1184.50
		Second six months of experience	1512.00	1209.50	63.50	1575.50	5.86	1581.36	1260.50
	Second year								
		First six months of experience	1600.50	1280.50	67.00	1667.50	6.20	1673.70	1334.00
		Second six months of experience	1715.50	1372.50	72.00	1787.50	6.62	1794.12	1430.00
	Third year								
		First six months of experience	1826.50	1461.00	76.50	1903.00	7.04	1910.04	1522.50
		Next four months of experience	1944.50	1555.50	81.50	2026.00	7.48	2033.48	1621.00
		Thereafter, the wage specified in (a),	2177.50	1742.00	91.50	2269.00	8.35	2277.35	1815.00
Football Jersey Cutter									
(a)	Qualified		1513.50	1211.00	63.50	1577.00	5.87	1582.87	1261.50
(b)	Learner								
	First year								

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		R	R	R	R	R	R	R
	First six months of experience	1136.50	922.00	47.50	1184.00	4.46	1188.46	947.00
	Second six months of experience	1205.00	964.00	50.50	1255.50	4.71	1260.21	1004.50
	Second year							
	First six months of experience	1267.00	1013.50	53.00	1320.00	4.95	1324.95	1056.00
	Second six months of experience	1334.50	1067.50	56.00	1390.50	5.20	1395.70	1112.50
	Third year							
	First four months of experience	1400.50	1120.50	59.00	1459.50	5.44	1464.94	1167.50
	Thereafter, the wage specified in (a),	1513.50	1211.00	63.50	1577.00	5.87	1582.87	1261.50
<b>Layer-up</b>								
(a)	Qualified	1305.00	1044.00	55.00	1360.00	5.09	1365.09	1088.00
(b)	Learner							
	First year							
	First six months of experience	1098.50	922.00	46.00	1144.50	4.32	1148.82	922.00
	Second six months of experience	1136.50	922.00	47.50	1184.00	4.46	1188.46	947.00
	Second year							
	First six months of experience	1187.00	949.50	50.00	1237.00	4.65	1241.65	989.50
	Thereafter, the wage specified in (a),	1305.00	1044.00	55.00	1360.00	5.09	1365.09	1088.00
<b>Part B - Factory Operatives</b>								
<b>Grade A employee:</b>								
(a)	Qualified	1670.00	1336.00	70.00	1740.00	6.45	1746.45	1392.00
(b)	Learner							
	First year							
	First six months of experience	1175.00	940.00	49.50	1224.50	4.60	1229.10	979.50
	Second six months of experience	1266.00	1013.00	53.00	1319.00	4.94	1323.94	1055.00
	Second year							
	First six months of experience	1353.00	1082.50	57.00	1410.00	5.26	1415.26	1128.00
	Second six months of experience	1421.00	1137.00	59.50	1480.50	5.52	1486.02	1184.50
	Third year							
	First four months of experience	1513.50	1211.00	63.50	1577.00	5.87	1582.87	1261.50
	Thereafter, the wage specified in (a),	1670.00	1336.00	70.00	1740.00	6.45	1746.45	1392.00
<b>Grade B employee:</b>								
(a)	Qualified	1426.50	1141.00	60.00	1486.50	5.54	1492.04	1189.00
(b)	Learner							
	First year							
	First six months of experience	1157.50	926.00	48.50	1206.00	4.53	1210.53	965.00
	Second six months of experience	1218.00	974.50	51.00	1269.00	4.76	1273.76	1015.00
	Second year							
	First six months of experience	1279.50	1023.50	53.50	1333.00	4.99	1337.99	1066.50
	Thereafter, the wage specified in (a),	1426.50	1141.00	60.00	1486.50	5.54	1492.04	1189.00

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		R	R	R	R	R	R	R
(c)	If advanced to Grade A employee:							
	First six months from date of	1426.50	1141.00	60.00	1486.50	5.54	1492.04	1189.00
	Second six months from date of	1469.00	1175.00	61.50	1530.50	5.70	1536.20	1224.50
	Third six months from date of	1513.50	1211.00	63.50	1577.00	5.87	1582.87	1261.50
	Thereafter, the wage specified for a qualified Grade A employee, i.e.	1670.00	1336.00	70.00	1740.00	6.45	1746.45	1392.00
<b>Grade C employee:</b>								
(a)	Qualified	1266.00	1013.00	53.00	1319.00	4.94	1323.94	1055.00
(b)	Learner							
	First year							
	First six months of experience	1134.50	922.00	47.50	1182.00	4.45	1186.45	945.50
	Second six months of experience	1166.50	933.00	49.00	1215.50	4.57	1220.07	972.50
	Thereafter, the wage specified in (a),	1266.00	1013.00	53.00	1319.00	4.94	1323.94	1055.00
(c)	If advanced to Grade B employee:							
	First six months from date of	1266.00	1013.00	53.00	1319.00	4.94	1323.94	1055.00
	Next six months from date of	1279.50	1023.50	53.50	1333.00	4.99	1337.99	1066.50
	Thereafter, the wage specified for a qualified Grade B employee, i.e.	1426.50	1141.00	60.00	1486.50	5.54	1492.04	1189.00
<b>Part C - Clerical employees</b>								
<b>Clerk</b>								
(a)	Qualified	1837.50	1470.00	77.00	1914.50	7.09	1921.59	1531.50
(b)	Learner							
	First year	1357.00	1085.50	57.00	1414.00	5.28	1419.28	1131.00
	Second year	1474.00	1179.00	62.00	1536.00	5.72	1541.72	1229.00
	Third year							
	First four months of experience	1611.50	1289.00	67.50	1679.00	6.23	1685.23	1343.00
	Thereafter, the wage specified in (a),	1837.50	1470.00	77.00	1914.50	7.09	1921.59	1531.50
<b>Factory Clerk</b>								
(a)	Qualified	1378.50	1103.00	58.00	1436.50	5.37	1441.87	1149.00
(b)	Learner							
	First year	1098.50	922.00	46.00	1144.50	4.32	1148.82	922.00
	Second year	1170.50	936.50	49.00	1219.50	4.59	1224.09	975.50
	Third year							
	First four months of experience	1266.00	1013.00	53.00	1319.00	4.94	1323.94	1055.00
	Thereafter, the wage specified in (a),	1378.50	1103.00	58.00	1436.50	5.37	1441.87	1149.00
<b>- General</b>								
	Boiler attendant	1309.50	1047.50	55.00	1364.50	5.11	1369.61	1091.50
	Despatch packer	1353.00	1082.50	57.00	1410.00	5.26	1415.26	1128.00

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	R	R	R	R	R	R	R
General Worker	1266.00	1013.00	53.00	1319.00	4.94	1323.94	1055.00
Labourer	1279.50	1023.50	53.50	1333.00	4.99	1337.99	1066.50
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	1353.00	1082.50	57.00	1410.00	5.26	1415.26	1128.00
(b) exceeds 1 360 but not 2 720 kg	1404.50	1123.50	59.00	1463.50	5.46	1468.96	1171.00
(c) exceeds 2 720 kg	1600.50	1280.50	67.00	1667.50	6.20	1673.70	1334.00
Supervisor, quality controller and instructor	1715.50	1372.50	72.00	1787.50	6.62	1794.12	1430.00
Traveller's driver	1404.50	1123.50	59.00	1463.50	5.46	1468.96	1171.00
Watchman or caretaker, whose ordinary hours of work are -							
(a) less than 60 hours per week	1459.50	1167.50	61.50	1521.00	5.67	1526.67	1217.00
(b) 60 hours per week	1531.50	1225.00	64.50	1596.00	5.94	1601.94	1277.00
<b>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.</b>							