

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 01 SEPTEMBER 2021 TO 31 AUGUST 2022

4. WAGES		GROUP B (i.e. employees NOT 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 4(13) of the Main Agreement and Clause 4(12) of the Knitting Division Agreement	
DESCRIPTION			Wage per week from 1 Mar 2021 to 31 Aug 2021	New Employees on Incentivised Scheme Effective 1 Mar 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 to 31 Aug 2022	Plus "2001 Allowance" ("See note above)	Wage per week from 1 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	R	R
Part A - Cutting Department									
Pattern Maker:									
(a)	Qualified		2710.50	2168.50	114.00	2824.50	10.30	2834.80	2259.50
(b)	Learner								
	First year								
	First six months of experience		1517.50	1214.00	63.50	1581.00	5.86	1586.86	1265.00
	Second six months of experience		1675.50	1340.50	70.50	1746.00	6.45	1752.45	1397.00
	Second year								
	First six months of experience		1835.00	1468.00	77.00	1912.00	7.04	1919.04	1529.50
	Second six months of experience		2004.00	1603.00	84.00	2088.00	7.67	2095.67	1670.50
	Third year								
	First six months of experience		2184.50	1747.50	91.50	2276.00	8.34	2284.34	1821.00
	Next four months of experience		2358.50	1887.00	99.00	2457.50	8.99	2466.49	1966.00
	Thereafter, the wage specified in (a),		2710.50	2168.50	114.00	2824.50	10.30	2834.80	2259.50
Pattern Grader									
(a)	Qualified		2186.00	1749.00	92.00	2278.00	8.35	2286.35	1822.50
(b)	Learner								
	First year								
	First six months of experience		1429.50	1143.50	60.00	1489.50	5.52	1495.02	1191.50
	Second six months of experience		1517.50	1214.00	63.50	1581.00	5.86	1586.86	1265.00
	Second year								
	First six months of experience		1610.50	1288.50	67.50	1678.00	6.20	1684.20	1342.50
	Second six months of experience		1723.50	1379.00	72.50	1796.00	6.62	1802.62	1437.00
	Third year								
	First six months of experience		1835.00	1468.00	77.00	1912.00	7.04	1919.04	1529.50
	Next four months of experience		1954.00	1563.00	82.00	2036.00	7.48	2043.48	1629.00
	Thereafter, the wage specified in (a),		2186.00	1749.00	92.00	2278.00	8.35	2286.35	1822.50
Football Jersey Cutter									
(a)	Qualified		1520.00	1216.00	64.00	1584.00	5.87	1589.87	1267.00
(b)	Learner								
	First year								

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		R	R	R	R	R	R	R
	First six months of experience	1140.00	922.00	48.00	1188.00	4.46	1192.46	950.50
	Second six months of experience	1209.00	967.00	51.00	1260.00	4.71	1264.71	1008.00
	Second year							
	First six months of experience	1273.50	1019.00	53.50	1327.00	4.95	1331.95	1061.50
	Second six months of experience	1342.00	1073.50	56.50	1398.50	5.20	1403.70	1119.00
	Third year							
	First four months of experience	1406.00	1125.00	59.00	1465.00	5.44	1470.44	1172.00
	Thereafter, the wage specified in (a),	1520.00	1216.00	64.00	1584.00	5.87	1589.87	1267.00
	Layer-up							
(a)	Qualified	1310.00	1048.00	55.00	1365.00	5.09	1370.09	1092.00
(b)	Learner							
	First year							
	First six months of experience	1103.50	922.00	46.50	1150.00	4.32	1154.32	922.00
	Second six months of experience	1140.00	922.00	48.00	1188.00	4.46	1192.46	950.50
	Second year							
	First six months of experience	1193.00	954.50	50.00	1243.00	4.65	1247.65	994.50
	Thereafter, the wage specified in (a),	1310.00	1048.00	55.00	1365.00	5.09	1370.09	1092.00
	Part B - Factory Operatives							
	Grade A employee:							
(a)	Qualified	1675.50	1340.50	70.50	1746.00	6.45	1752.45	1397.00
(b)	Learner							
	First year							
	First six months of experience	1179.00	943.00	49.50	1228.50	4.60	1233.10	983.00
	Second six months of experience	1271.50	1017.00	53.50	1325.00	4.94	1329.94	1060.00
	Second year							
	First six months of experience	1358.00	1086.50	57.00	1415.00	5.26	1420.26	1132.00
	Second six months of experience	1429.50	1143.50	60.00	1489.50	5.52	1495.02	1191.50
	Third year							
	First four months of experience	1520.00	1216.00	64.00	1584.00	5.87	1589.87	1267.00
	Thereafter, the wage specified in (a),	1675.50	1340.50	70.50	1746.00	6.45	1752.45	1397.00
	Grade B employee:							
(a)	Qualified	1432.00	1145.50	60.00	1492.00	5.54	1497.54	1193.50
(b)	Learner							
	First year							
	First six months of experience	1163.00	930.50	49.00	1212.00	4.53	1216.53	969.50
	Second six months of experience	1223.00	978.50	51.50	1274.50	4.76	1279.26	1019.50
	Second year							
	First six months of experience	1285.00	1028.00	54.00	1339.00	4.99	1343.99	1071.00
	Thereafter, the wage specified in (a),	1432.00	1145.50	60.00	1492.00	5.54	1497.54	1193.50
(c)	If advanced to Grade A employee:							
	First six months from date of	1432.00	1145.50	60.00	1492.00	5.54	1497.54	1193.50

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			R	R	R	R	R	R	R
		Second six months from date of	1475.50	1180.50	62.00	1537.50	5.70	1543.20	1230.00
		Third six months from date of	1520.00	1216.00	64.00	1584.00	5.87	1589.87	1267.00
		Thereafter, the wage specified for a	1675.50	1340.50	70.50	1746.00	6.45	1752.45	1397.00
Grade C employee:									
	(a)	Qualified	1271.50	1017.00	53.50	1325.00	4.94	1329.94	1060.00
	(b)	Learner							
		First year							
		First six months of experience	1139.00	922.00	48.00	1187.00	4.45	1191.45	949.50
		Second six months of experience	1172.00	937.50	49.00	1221.00	4.57	1225.57	977.00
		Thereafter, the wage specified in (a),	1271.50	1017.00	53.50	1325.00	4.94	1329.94	1060.00
	(c)	If advanced to Grade B employee:							
		First six months from date of	1271.50	1017.00	53.50	1325.00	4.94	1329.94	1060.00
		Next six months from date of	1285.00	1028.00	54.00	1339.00	4.99	1343.99	1071.00
		Thereafter, the wage specified for a	1432.00	1145.50	60.00	1492.00	5.54	1497.54	1193.50
Part C - Clerical employees									
Clerk									
	(a)	Qualified	1847.00	1477.50	77.50	1924.50	7.09	1931.59	1539.50
	(b)	Learner							
		First year	1361.00	1089.00	57.00	1418.00	5.28	1423.28	1134.50
		Second year	1481.00	1185.00	62.00	1543.00	5.72	1548.72	1234.50
		Third year							
		First four months of experience	1619.00	1295.00	68.00	1687.00	6.23	1693.23	1349.50
		Thereafter, the wage specified in (a),	1847.00	1477.50	77.50	1924.50	7.09	1931.59	1539.50
Factory Clerk									
	(a)	Qualified	1386.50	1109.00	58.00	1444.50	5.37	1449.87	1155.50
	(b)	Learner							
		First year	1103.50	922.00	46.50	1150.00	4.32	1154.32	922.00
		Second year	1176.00	941.00	49.50	1225.50	4.59	1230.09	980.50
		Third year							
		First four months of experience	1271.50	1017.00	53.50	1325.00	4.94	1329.94	1060.00
		Thereafter, the wage specified in (a),	1386.50	1109.00	58.00	1444.50	5.37	1449.87	1155.50
Part D - General									
Boiler attendant			1316.50	1053.00	55.50	1372.00	5.11	1377.11	1097.50
Despatch packer			1358.00	1086.50	57.00	1415.00	5.26	1420.26	1132.00
General Worker			1271.50	1017.00	53.50	1325.00	4.94	1329.94	1060.00
Labourer			1285.00	1028.00	54.00	1339.00	4.99	1343.99	1071.00
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 -									

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	R	R	R	R	R	R	R
(a) does not exceed 1 360 kg	1358.00	1086.50	57.00	1415.00	5.26	1420.26	1132.00
(b) exceeds 1 360 but not 2 720 kg	1410.00	1128.00	59.00	1469.00	5.46	1474.46	1175.00
(c) exceeds 2 720 kg	1610.50	1288.50	67.50	1678.00	6.20	1684.20	1342.50
Supervisor, quality controller and instructor	1723.50	1379.00	72.50	1796.00	6.62	1802.62	1437.00
Traveller's driver	1410.00	1128.00	59.00	1469.00	5.46	1474.46	1175.00
Watchman or caretaker, whose ordinary hours of work are -							
(a) less than 60 hours per week	1466.00	1173.00	61.50	1527.50	5.67	1533.17	1222.00
(b) 60 hours per week	1539.50	1231.50	64.50	1604.00	5.94	1609.94	1283.00
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.							