

**NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY (EASTERN CAPE)**  
**KNITTING DIVISION AGREEMENT - GARMENT KNITTING SECTOR ONLY**  
**NEW WAGE RATES NEGOTIATED BY THE PARTIES FOR THE PERIOD**  
**1 SEPTEMBER 2019 TO 31 AUGUST 2020**

WAGES		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)									
DESCRIPTION		Western Cape Knitting Wage Rate per week from 1 Sep 2018 to 31 Aug 2019	Wage per week from 01 Sep 2018 to 31 Aug 2019 (Based on 42.5hrs per week)	New Ees on Incentivised Scheme Effective 1 Sep 2018 = 80%	Wage per week from 01 Sep 2018 to 31 Aug 2019 (Based on 42hrs per week)	New Ees on Incentivised Scheme Effective 1 Sep 2018 = 80%	Western Cape Knitting Wage Rate per week from 1 Sep 2019 to 31 Aug 2020	Wage per week from 01 Sep 2019 to 31 Aug 2020 (Based on 42.5hrs per week)	New Ees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sep 2019 to 31 Aug 2020 (Based on 42hrs per week)	New Ees on Incentivised Scheme Effective 1 September 2019 = 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	R	R	R
<b>Part A - Cutting Department</b>											
<b>Pattern Maker</b>											
(a)	Qualified	2433.50	2312.00	1849.50	2285.00	1,828.00	2603.50	2473.50	1,979.00	2,444.50	1,955.50
(b)	Learner										
	First year										
	First six months of experience	1363.00	1295.00	1036.00	1280.00	1,024.00	1458.00	1385.00	1,108.00	1,368.50	1,095.00
	Second six months of experience	1505.50	1430.00	1144.00	1413.00	1,130.50	1610.50	1530.00	1,224.00	1,512.00	1,209.50
	Second year										
	First six months of experience	1646.50	1564.00	1251.00	1545.50	1,236.50	1761.50	1673.50	1,339.00	1,654.00	1,323.00
	Second six months of experience	1797.50	1707.50	1366.00	1687.50	1,350.00	1923.00	1827.00	1,461.50	1,805.50	1,444.50
	Third year										
	First six months of experience	1961.00	1863.00	1490.50	1841.00	1,473.00	2098.00	1993.00	1,594.50	1,969.50	1,575.50
	Next four months of experience	2116.00	2010.00	1608.00	1986.50	1,589.00	2263.50	2150.50	1,720.50	2,125.00	1,700.00
	Thereafter, the wage specified in (a), i.e.	2433.50	2312.00	1849.50	2285.00	1,828.00	2603.50	2473.50	1,979.00	2,444.50	1,955.50
<b>Pattern Grader</b>											
(a)	Qualified	1963.00	1865.00	1492.00	1843.00	1,474.50	2100.00	1995.00	1,596.00	1,971.50	1,577.00
(b)	Learner										
	First year										
	First six months of experience	1281.00	1217.00	973.50	1202.50	962.00	1370.50	1302.00	1,041.50	1,286.50	1,029.00
	Second six months of experience	1363.00	1295.00	1036.00	1280.00	1,024.00	1458.00	1385.00	1,108.00	1,368.50	1,095.00
	Second year										
	First six months of experience	1443.00	1371.00	1097.00	1355.00	1,084.00	1543.50	1466.50	1,173.00	1,449.00	1,159.00
	Second six months of experience	1546.50	1469.00	1175.00	1451.50	1,161.00	1654.50	1572.00	1,257.50	1,553.50	1,243.00
	Third year										
	First six months of experience	1646.50	1564.00	1251.00	1545.50	1,236.50	1761.50	1673.50	1,339.00	1,654.00	1,323.00
	Next four months of experience	1752.50	1665.00	1332.00	1645.50	1,316.50	1875.00	1781.50	1,425.00	1,760.50	1,408.50

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**1 SEPTEMBER 2019 TO 31 AUGUST 2020**

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	Thereafter, the wage specified in (a), i.e.	1963.00	1865.00	1492.00	1843.00	1,474.50	2100.00	1995.00	1,596.00	1,971.50	1,577.00
<b>Football Jersey Cutter</b>											
(a)	Qualified	1364.50	1296.50	1037.00	1281.00	1,025.00	1459.50	1386.50	1,109.00	1,370.00	1,096.00
(b)	Learner										
	First year										
	First six months of experience	1024.50	973.50	779.00	962.00	769.50	1096.00	1041.00	850.00	1,029.00	840.00
	Second six months of experience	1086.00	1031.50	825.00	1019.50	815.50	1162.00	1104.00	883.00	1,091.00	873.00
	Second year										
	First six months of experience	1142.50	1085.50	868.50	1072.50	858.00	1222.00	1161.00	929.00	1,147.50	918.00
	Second six months of experience	1203.00	1143.00	914.50	1129.50	903.50	1287.00	1222.50	978.00	1,208.00	966.50
	Third year										
	First four months of experience	1262.50	1199.50	959.50	1185.50	948.50	1350.50	1283.00	1,026.50	1,268.00	1,014.50
	Thereafter, the wage specified in (a), i.e.	1364.50	1296.50	1037.00	1281.00	1,025.00	1459.50	1386.50	1,109.00	1,370.00	1,096.00
<b>Layer-up</b>											
(a)	Qualified	1176.50	1117.50	894.00	1104.50	883.50	1258.50	1195.50	956.50	1,181.50	945.00
(b)	Learner										
	First year										
	First six months of experience	990.50	941.00	753.00	930.00	744.00	1059.50	1006.50	850.00	994.50	840.00
	Second six months of experience	1024.50	973.50	779.00	962.00	769.50	1096.00	1041.00	850.00	1,029.00	840.00
	Second year										
	First six months of experience	1070.00	1016.50	813.00	1004.50	803.50	1144.50	1087.50	870.00	1,074.50	859.50
	Thereafter, the wage specified in (a), i.e.	1176.50	1117.50	894.00	1104.50	883.50	1258.50	1195.50	956.50	1,181.50	945.00
<b>Part B - Factory Operatives</b>											
<b>Grade A employee</b>											
(a)	Qualified	1505.50	1430.00	1144.00	1413.00	1,130.50	1610.50	1530.00	1,224.00	1,512.00	1,209.50
(b)	Learner										
	First year										

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	First six months of experience	1059.00	1006.00	805.00	994.00	795.00	1133.00	1076.50	861.00	1,064.00	851.00
	Second six months of experience	1141.50	1084.50	867.50	1071.50	857.00	1221.00	1160.00	928.00	1,146.50	917.00
	Second year										
	First six months of experience	1219.50	1158.50	927.00	1145.00	916.00	1304.50	1239.50	991.50	1,225.00	980.00
	Second six months of experience	1281.00	1217.00	973.50	1202.50	962.00	1370.50	1302.00	1,041.50	1,286.50	1,029.00
	Third year										
	First four months of experience	1364.50	1296.50	1037.00	1281.00	1,025.00	1459.50	1386.50	1,109.00	1,370.00	1,096.00
	Thereafter, the wage specified in (a), i.e.	1505.50	1430.00	1144.00	1413.00	1,130.50	1610.50	1530.00	1,224.00	1,512.00	1,209.50
<b>Grade B employee</b>											
(a)	Qualified	1286.00	1221.50	977.00	1207.00	965.50	1375.50	1306.50	1,045.00	1,291.00	1,033.00
(b)	Learner										
	First year										
	First six months of experience	1043.00	991.00	793.00	979.50	783.50	1116.00	1060.00	850.00	1,047.50	840.00
	Second six months of experience	1098.00	1043.00	834.50	1030.50	824.50	1174.50	1116.00	893.00	1,103.00	882.50
	Second year										
	First six months of experience	1153.50	1096.00	877.00	1083.00	866.50	1234.00	1172.50	938.00	1,158.50	927.00
	Thereafter, the wage specified in (a), i.e.	1286.00	1221.50	977.00	1207.00	965.50	1375.50	1306.50	1,045.00	1,291.00	1,033.00
(c)	If advanced to Grade A employee										
	First six months from date of advancement	1286.00	1221.50	977.00	1207.00	965.50	1375.50	1306.50	1,045.00	1,291.00	1,033.00
	Second six months from date of advancement	1324.00	1258.00	1006.50	1243.00	994.50	1416.50	1345.50	1,076.50	1,329.50	1,063.50
	Third six months from date of advancement	1364.50	1296.50	1037.00	1281.00	1,025.00	1459.50	1386.50	1,109.00	1,370.00	1,096.00
	Thereafter, the wage specified for a qualified	1505.50	1430.00	1144.00	1413.00	1,130.50	1610.50	1530.00	1,224.00	1,512.00	1,209.50
<b>Grade C employee</b>											
(a)	Qualified	1141.50	1084.50	867.50	1071.50	857.00	1221.00	1160.00	928.00	1,146.50	917.00
(b)	Learner										
	First year										
	First six months of experience	1022.50	971.50	777.00	960.00	768.00	1094.00	1039.50	850.00	1,027.50	840.00
	Second six months of experience	1051.50	999.00	799.00	987.00	789.50	1125.00	1069.00	855.00	1,056.50	845.00

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	Thereafter, the wage specified in (a), i.e.	1141.50	1084.50	867.50	1071.50	857.00	1221.00	1160.00	928.00	1,146.50	917.00
(c)	If advanced to Grade B employee										
	First six months from date of advancement	1141.50	1084.50	867.50	1071.50	857.00	1221.00	1160.00	928.00	1,146.50	917.00
	Second six months from date of advancement	1153.50	1096.00	877.00	1083.00	866.50	1234.00	1172.50	938.00	1,158.50	927.00
	Thereafter, the wage specified for a qualified	1286.00	1221.50	977.00	1207.00	965.50	1375.50	1306.50	1,045.00	1,291.00	1,033.00
<b>Part C - Clerical Employees</b>											
<b>Clerk</b>											
(a)	Qualified	1656.50	1573.50	1259.00	1555.00	1,244.00	1772.00	1683.50	1,347.00	1,663.50	1,331.00
(b)	Learner										
	First year	1223.00	1162.00	929.50	1148.50	919.00	1308.50	1243.00	994.50	1,228.50	983.00
	Second year	1329.00	1262.50	1010.00	1247.50	998.00	1421.50	1350.50	1,080.50	1,334.50	1,067.50
	Third year										
	First four months of experience	1452.50	1380.00	1104.00	1364.00	1,091.00	1554.00	1476.50	1,181.00	1,459.00	1,167.00
	Thereafter, the wage specified in (a), i.e.	1656.50	1573.50	1259.00	1555.00	1,244.00	1772.00	1683.50	1,347.00	1,663.50	1,331.00
<b>Factory Clerk</b>											
(a)	Qualified	1243.00	1181.00	945.00	1167.00	933.50	1329.50	1263.00	1,010.50	1,248.00	998.50
(b)	Learner										
	First year	990.50	941.00	753.00	930.00	744.00	1059.50	1006.50	850.00	994.50	840.00
	Second year	1055.00	1002.50	802.00	990.50	792.50	1128.50	1072.00	857.50	1,059.50	847.50
	Third year										
	First four months of experience	1141.50	1084.50	867.50	1071.50	857.00	1221.00	1160.00	928.00	1,146.50	917.00
	Thereafter, the wage specified in (a), i.e.	1243.00	1181.00	945.00	1167.00	933.50	1329.50	1263.00	1,010.50	1,248.00	998.50
<b>Part D - General</b>											
<b>Boiler attendant</b>		1180.50	1121.50	897.00	1108.50	887.00	1263.00	1200.00	960.00	1,186.00	949.00
<b>Despatch packer</b>		1219.50	1158.50	927.00	1145.00	916.00	1304.50	1239.50	991.50	1,225.00	980.00
<b>General Worker</b>		1141.50	1084.50	867.50	1071.50	857.00	1221.00	1160.00	928.00	1,146.50	917.00

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<b>Labourer</b>	1153.50	1096.00	877.00	1083.00	866.50	1234.00	1172.50	938.00	1,158.50	927.00
<b>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 -</b>										
(a) does not exceed 1 360 kg	1219.50	1158.50	927.00	1145.00	916.00	1304.50	1239.50	991.50	1,225.00	980.00
(b) exceeds 1 360 but not 2 720 kg	1266.00	1202.50	962.00	1188.50	951.00	1354.50	1287.00	1,029.50	1,272.00	1,017.50
(c) exceeds 2 720 kg	1443.00	1371.00	1097.00	1355.00	1,084.00	1543.50	1466.50	1,173.00	1,449.00	1,159.00
<b>Supervisor, quality controller and instructor</b>	1546.50	1469.00	1175.00	1451.50	1,161.00	1654.50	1572.00	1,257.50	1,553.50	1,243.00
<b>Traveller's driver</b>	1266.00	1202.50	962.00	1188.50	951.00	1354.50	1287.00	1,029.50	1,272.00	1,017.50
<b>Watchman or caretaker, whose ordinary hours of work are -</b>										
(a) less than 60 hours per week	1315.50	1249.50	999.50	1235.00	988.00	1407.50	1337.00	1,069.50	1,321.50	1,057.00
(b) 60 hours per week	1380.50	1311.50	1049.00	1296.00	1,037.00	1477.00	1403.00	1,122.50	1,386.50	1,109.00
<b>NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with effect from 1 September 2019, increase the Weekly Wage in line with this schedule.</b>										