

**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 B (i.e. employees NOT 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	2443.50	2321.50	1857.00	2294.00	1,835.00	2614.00	2483.50	1,987.00	2,454.50	1,963.50	
(b)	Learner											
	First year											
	First six months of experience	1368.00	1299.50	1039.50	1284.00	1,027.00	1463.50	1390.50	1,112.50	1,374.00	1,099.00	
	Second six months of experience	1510.00	1434.50	1147.50	1417.50	1,134.00	1615.50	1534.50	1,227.50	1,516.50	1,213.00	
	Second year											
	First six months of experience	1654.00	1571.50	1257.00	1553.00	1,242.50	1769.50	1681.00	1,345.00	1,661.00	1,329.00	
	Second six months of experience	1806.50	1716.00	1373.00	1696.00	1,357.00	1932.50	1836.00	1,469.00	1,814.50	1,451.50	
	Third year											
	First six months of experience	1969.00	1870.50	1496.50	1848.50	1,479.00	2106.50	2001.00	1,601.00	1,977.50	1,582.00	
	Next four months of experience	2126.00	2019.50	1615.50	1995.50	1,596.50	2274.50	2161.00	1,729.00	2,135.50	1,708.50	
	Thereafter, the wage specified in (a), i.e.	2443.50	2321.50	1857.00	2294.00	1,835.00	2614.00	2483.50	1,987.00	2,454.50	1,963.50	
<b>Pattern Grader</b>												
(a)	Qualified	1970.50	1872.00	1497.50	1850.00	1,480.00	2108.00	2002.50	1,602.00	1,979.00	1,583.00	
(b)	Learner											
	First year											
	First six months of experience	1288.50	1224.00	979.00	1209.50	967.50	1378.50	1309.50	1,047.50	1,294.00	1,035.00	
	Second six months of experience	1368.00	1299.50	1039.50	1284.00	1,027.00	1463.50	1390.50	1,112.50	1,374.00	1,099.00	
	Second year											
	First six months of experience	1451.50	1379.00	1103.00	1363.00	1,090.50	1553.00	1475.50	1,180.50	1,458.00	1,166.50	
	Second six months of experience	1553.50	1476.00	1181.00	1458.50	1,167.00	1662.00	1579.00	1,263.00	1,560.50	1,248.50	
	Third year											
	First six months of experience	1654.00	1571.50	1257.00	1553.00	1,242.50	1769.50	1681.00	1,345.00	1,661.00	1,329.00	

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		R	R	R	R	R	R	R	R	R	R
	Next four months of experience	1761.50	1673.50	1339.00	1654.00	1,323.00	1884.50	1790.50	1,432.50	1,769.50	1,415.50
	Thereafter, the wage specified in (a), i.e.	1970.50	1872.00	1497.50	1850.00	1,480.00	2108.00	2002.50	1,602.00	1,979.00	1,583.00
<b>Football Jersey Cutter</b>											
(a)	Qualified	1370.50	1302.00	1041.50	1286.50	1,029.00	1466.00	1392.50	1,114.00	1,376.00	1,101.00
(b)	Learner										
	First year										
	First six months of experience	1028.00	976.50	781.00	965.00	772.00	1099.50	1044.50	850.00	1,032.00	840.00
	Second six months of experience	1090.00	1035.50	828.50	1023.50	819.00	1166.00	1107.50	886.00	1,094.50	875.50
	Second year										
	First six months of experience	1148.00	1090.50	872.50	1077.50	862.00	1228.00	1166.50	933.00	1,153.00	922.50
	Second six months of experience	1209.50	1149.00	919.00	1135.50	908.50	1294.00	1229.50	983.50	1,215.00	972.00
	Third year										
	First four months of experience	1267.50	1204.00	963.00	1190.00	952.00	1356.00	1288.00	1,030.50	1,273.00	1,018.50
	Thereafter, the wage specified in (a), i.e.	1370.50	1302.00	1041.50	1286.50	1,029.00	1466.00	1392.50	1,114.00	1,376.00	1,101.00
<b>Layer-up</b>											
(a)	Qualified	1181.00	1122.00	897.50	1109.00	887.00	1263.50	1200.50	960.50	1,186.50	949.00
(b)	Learner										
	First year										
	First six months of experience	994.50	945.00	756.00	934.00	747.00	1064.00	1011.00	850.00	999.00	840.00
	Second six months of experience	1028.00	976.50	781.00	965.00	772.00	1099.50	1044.50	850.00	1,032.00	840.00
	Second year										
	First six months of experience	1075.50	1021.50	817.00	1009.50	807.50	1150.50	1093.00	874.50	1,080.00	864.00
	Thereafter, the wage specified in (a), i.e.	1181.00	1122.00	897.50	1109.00	887.00	1263.50	1200.50	960.50	1,186.50	949.00
<b>Part B - Factory Operatives</b>											
<b>Grade A employee:</b>											

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		R	R	R	R	R	R	R	R	R	R
(a)	Qualified	1510.00	1434.50	1147.50	1417.50	1,134.00	1615.50	1534.50	1,227.50	1,516.50	1,213.00
(b)	Learner										
	First year										
	First six months of experience	1063.00	1010.00	808.00	998.00	798.50	1137.00	1080.00	864.00	1,067.50	854.00
	Second six months of experience	1146.00	1088.50	871.00	1075.50	860.50	1226.00	1164.50	931.50	1,151.00	921.00
	Second year										
	First six months of experience	1224.00	1163.00	930.50	1149.50	919.50	1309.50	1244.00	995.00	1,229.50	983.50
	Second six months of experience	1288.50	1224.00	979.00	1209.50	967.50	1378.50	1309.50	1,047.50	1,294.00	1,035.00
	Third year										
	First four months of experience	1370.50	1302.00	1041.50	1286.50	1,029.00	1466.00	1392.50	1,114.00	1,376.00	1,101.00
	Thereafter, the wage specified in (a), i.e.	1510.00	1434.50	1147.50	1417.50	1,134.00	1615.50	1534.50	1,227.50	1,516.50	1,213.00
<b>Grade B employee:</b>											
(a)	Qualified	1291.00	1226.50	981.00	1212.00	969.50	1381.00	1312.00	1,049.50	1,296.50	1,037.00
(b)	Learner										
	First year										
	First six months of experience	1048.50	996.00	797.00	984.50	787.50	1121.50	1065.50	852.50	1,053.00	842.50
	Second six months of experience	1102.50	1047.50	838.00	1035.00	828.00	1179.50	1120.50	896.50	1,107.50	886.00
	Second year										
	First six months of experience	1158.00	1100.00	880.00	1087.00	869.50	1239.00	1177.00	941.50	1,163.00	930.50
	Thereafter, the wage specified in (a), i.e.	1291.00	1226.50	981.00	1212.00	969.50	1381.00	1312.00	1,049.50	1,296.50	1,037.00
(c)	If advanced to Grade A employee:										
	First six months from date of advancement	1291.00	1226.50	981.00	1212.00	969.50	1381.00	1312.00	1,049.50	1,296.50	1,037.00
	Second six months from date of	1330.00	1263.50	1011.00	1248.50	999.00	1423.00	1352.00	1,081.50	1,336.00	1,069.00
	Third six months from date of advancement	1370.50	1302.00	1041.50	1286.50	1,029.00	1466.00	1392.50	1,114.00	1,376.00	1,101.00
	Thereafter, the wage specified for a	1510.00	1434.50	1147.50	1417.50	1,134.00	1615.50	1534.50	1,227.50	1,516.50	1,213.00
<b>Grade C employee:</b>											

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		R	R	R	R	R	R	R	R	R	R
(a)	Qualified	1146.00	1088.50	871.00	1075.50	860.50	1226.00	1164.50	931.50	1,151.00	921.00
(b)	Learner										
	First year										
	First six months of experience	1027.00	975.50	780.50	964.00	771.00	1098.50	1043.50	850.00	1,031.00	840.00
	Second six months of experience	1056.50	1003.50	803.00	991.50	793.00	1130.00	1073.50	859.00	1,061.00	849.00
	Thereafter, the wage specified in (a), i.e.	1146.00	1088.50	871.00	1075.50	860.50	1226.00	1164.50	931.50	1,151.00	921.00
(c)	If advanced to Grade B employee:										
	First six months from date of advancement	1146.00	1088.50	871.00	1075.50	860.50	1226.00	1164.50	931.50	1,151.00	921.00
	Second six months from date of	1158.00	1100.00	880.00	1087.00	869.50	1239.00	1177.00	941.50	1,163.00	930.50
	Thereafter, the wage specified for a	1291.00	1226.50	981.00	1212.00	969.50	1381.00	1312.00	1,049.50	1,296.50	1,037.00
<b>Part C - Clerical employees</b>											
<b>Clerk</b>											
(a)	Qualified	1665.00	1582.00	1265.50	1563.50	1,251.00	1781.00	1692.00	1,353.50	1,672.00	1,337.50
(b)	Learner										
	First year	1227.00	1165.50	932.50	1152.00	921.50	1312.50	1247.00	997.50	1,232.50	986.00
	Second year	1335.00	1268.50	1015.00	1253.50	1,003.00	1428.00	1356.50	1,085.00	1,340.50	1,072.50
	Third year										
	First four months of experience	1459.00	1386.00	1109.00	1369.50	1,095.50	1561.00	1483.00	1,186.50	1,465.50	1,172.50
	Thereafter, the wage specified in (a), i.e.	1665.00	1582.00	1265.50	1563.50	1,251.00	1781.00	1692.00	1,353.50	1,672.00	1,337.50
<b>Factory Clerk</b>											
(a)	Qualified	1250.00	1187.50	950.00	1173.50	939.00	1337.00	1270.00	1,016.00	1,255.00	1,004.00
(b)	Learner										
	First year	994.50	945.00	756.00	934.00	747.00	1064.00	1011.00	850.00	999.00	840.00
	Second year	1060.00	1007.00	805.50	995.00	796.00	1134.00	1077.50	862.00	1,065.00	852.00
	Third year										

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			R	R	R	R	R	R	R	R	R	R
		First four months of experience	1146.00	1088.50	871.00	1075.50	860.50	1226.00	1164.50	931.50	1,151.00	921.00
		Thereafter, the wage specified in (a), i.e.	1250.00	1187.50	950.00	1173.50	939.00	1337.00	1270.00	1,016.00	1,255.00	1,004.00
<b>Part D - General</b>												
		<b>Boiler attendant</b>	1186.50	1127.00	901.50	1113.50	891.00	1269.50	1206.00	965.00	1,192.00	953.50
		<b>Despatch packer</b>	1224.00	1163.00	930.50	1149.50	919.50	1309.50	1244.00	995.00	1,229.50	983.50
		<b>General Worker</b>	1146.00	1088.50	871.00	1075.50	860.50	1226.00	1164.50	931.50	1,151.00	921.00
		<b>Labourer</b>	1158.00	1100.00	880.00	1087.00	869.50	1239.00	1177.00	941.50	1,163.00	930.50
		<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	1224.00	1163.00	930.50	1149.50	919.50	1309.50	1244.00	995.00	1,229.50	983.50
	(b)	exceeds 1 360 but not 2 720 kg	1271.00	1207.50	966.00	1193.50	955.00	1359.50	1291.50	1,033.00	1,276.50	1,021.00
	(c)	exceeds 2 720 kg	1451.50	1379.00	1103.00	1363.00	1,090.50	1553.00	1475.50	1,180.50	1,458.00	1,166.50
		<b>Supervisor, quality controller and instructor</b>	1553.50	1476.00	1181.00	1458.50	1,167.00	1662.00	1579.00	1,263.00	1,560.50	1,248.50
		<b>Traveller's driver</b>	1271.00	1207.50	966.00	1193.50	955.00	1359.50	1291.50	1,033.00	1,276.50	1,021.00
		<b>Watchman or caretaker, whose ordinary hours of work are -</b>										
	(a)	less than 60 hours per week	1321.50	1255.50	1004.50	1240.50	992.50	1413.50	1343.00	1,074.50	1,327.00	1,061.50
	(b)	60 hours per week	1387.50	1318.00	1054.50	1302.50	1,042.00	1484.50	1410.50	1,128.50	1,394.00	1,115.00
<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>												