

NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY (KWAZULU-NATAL)
MAIN AGREEMENT FOR THE CLOTHING SECTOR NEW WAGE RATES NEGOTIATED BY THE PARTIES
FOR THE PERIOD 1 SEPTEMBER 2019 TO 31 AUGUST 2020

WAGE SCHEDULE		GROUP A (i.e Employers contributing to the Productivity incentive Scheme)				
Description of Occupation		Wage per week from 01 Sep 2018 to 31 Aug 2019	New Employees on Incentivised Scheme Effective 1 September 2018 = 80%	Across-the-Board-Increase (Based on 2018/2019 Rand Value)	Wage per week from 01 Sep 2019 to 31 Aug 2020	New Employees 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)
Part A		R	R	R	R	R
GRADE 1						
(a)	Qualified	1,289.15	1031.30	89.95	1,379.10	1,103.30
(b)	Learner					
	0 - 6 months	850.90	680.70	59.35	910.25	850.00
	7 - 12 months	941.30	753.05	65.65	1,006.95	850.00
	13 - 18 months **	1,031.45	825.15	71.95	1,103.40	882.70
	Thereafter, the qualifying wage applies	1,289.15	1031.30	89.95	1,379.10	1,103.30
GRADE 2						
(a)	Qualified	1,120.40	896.30	78.15	1,198.55	958.85
(b)	Learner					
	0 - 6 months	846.35	677.10	59.05	905.40	850.00
	Thereafter, the qualifying wage applies	1,120.40	896.30	78.15	1,198.55	958.85
GRADE A						
(a)	Qualified	1,148.00	918.40	80.10	1,228.10	982.50
(b)	Learner					
	0 - 6 months	891.70	713.35	62.20	953.90	850.00
	Thereafter, the qualifying wage applies	1,148.00	918.40	80.10	1,228.10	982.50
HEAD CUTTER		2,056.80	1645.45	143.50	2,200.30	1,760.25
ASSISTANT HEAD CUTTER		1,645.30	1316.25	114.80	1,760.10	1,408.10
CUTTER/TRIMMER						
(a)	Qualified	1,292.30	1033.85	90.15	1,382.45	1,105.95
(b)	Learner					
	0 - 6 months	810.55	648.45	56.55	867.10	850.00
	7 - 12 months	905.70	724.55	63.20	968.90	850.00
	13 - 18 months	996.95	797.55	69.55	1,066.50	853.20
	19 - 22 months	1,105.40	884.30	77.10	1,182.50	946.00
	Thereafter, the qualifying wage applies	1,292.30	1033.85	90.15	1,382.45	1,105.95
BAND KNIFE CUTTER						
(a)	Qualified	1,360.00	1088.00	94.90	1,454.90	1,163.90
(b)	Learner					
	0 - 6 months	906.90	725.50	63.25	970.15	850.00
	7 - 12 months	1,007.10	805.70	70.25	1,077.35	861.90
	13 - 18 months	1,098.95	879.15	76.65	1,175.60	940.50
	19 - 22 months	1,203.60	962.90	83.95	1,287.55	1,030.05
	Thereafter, the qualifying wage applies	1,360.00	1088.00	94.90	1,454.90	1,163.90
MECHANIC						
(a)	Qualified	2,210.35	1768.30	154.20	2,364.55	1,891.65
(b)	Learner					
	0 - 6 months	1,019.85	815.90	71.15	1,091.00	872.80
	7 - 12 months	1,171.10	936.90	81.70	1,252.80	1,002.25
	13 - 18 months	1,344.00	1075.20	93.75	1,437.75	1,150.20
	19 - 24 months	1,517.00	1213.60	105.85	1,622.85	1,298.30
	25 - 30 months	1,701.40	1361.10	118.70	1,820.10	1,456.10

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		31 - 36 months	1,871.00	1496.80	130.55	2,001.55	1,601.25
		37 - 40 months	2,037.75	1630.20	142.15	2,179.90	1,743.90
		Thereafter, the qualifying wage applies	2,210.35	1768.30	154.20	2,364.55	1,891.65
CLERK *							
	(a)	Qualified	1,381.50	1105.20	96.40	1,477.90	1,182.30
	(b)	Learner					
		0 - 6 months	939.30	751.45	65.55	1,004.85	850.00
		7 - 12 months	1,060.60	848.50	74.00	1,134.60	907.70
		13 - 18 months	1,160.30	928.25	80.95	1,241.25	993.00
		Thereafter, the qualifying wage applies	1,381.50	1105.20	96.40	1,477.90	1,182.30
WATCHMAN			1,157.90	926.30	80.80	1,238.70	990.95
DRIVER 1			1,087.60	870.10	75.90	1,163.50	930.80
DRIVER 2			1,188.45	950.75	82.90	1,271.35	1,017.10
DRIVER 3			1,385.75	1108.60	96.70	1,482.45	1,185.95
DRIVER 4			1,673.70	1338.95	116.75	1,790.45	1,432.35
FOREPERSON			1,584.50	1267.60	110.55	1,695.05	1,356.05

* Provided a registered productivity incentive scheme is in place.

** Provided that a sewing machinist (grade 1) should be paid the qualified rate of pay after 18 months of experience.

NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with effect from 1 September 2019, Increase the Weekly Wage for those employees by the agreed Wage Increase based on 2018/2019 Rand Value, Across-the-Board.