

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 B (i.e Employers NOT 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 2018/19 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	1295.15	1036.10	90.35	1385.50	1,108.40
	(b) Learner					
	0 - 6 months	854.90	683.90	59.65	914.55	850.00
	7 - 12 months	945.60	756.50	65.95	1011.55	850.00
	13 - 18 months **	1036.30	829.05	72.30	1108.60	886.90
	Thereafter, the qualifying wage applies	1295.15	1036.10	90.35	1385.50	1,108.40
GRADE 2						
	(a) Qualified	1125.70	900.55	78.55	1204.25	963.40
	(b) Learner					
	0 - 6 months	850.30	680.25	59.30	909.60	850.00
	Thereafter, the qualifying wage applies	1125.70	900.55	78.55	1204.25	963.40
GRADE A						
	(a) Qualified	1153.20	922.55	80.45	1233.65	986.90
	(b) Learner					
	0 - 6 months	895.95	716.75	62.50	958.45	850.00
	Thereafter, the qualifying wage applies	1153.20	922.55	80.45	1233.65	986.90
HEAD CUTTER		2066.20	1652.95	144.15	2210.35	1,768.30
ASSISTANT HEAD CUTTER		1652.85	1322.30	115.30	1768.15	1,414.50
CUTTER/TRIMMER						
	(a) Qualified	1298.30	1038.65	90.60	1388.90	1,111.10
	(b) Learner					
	0 - 6 months	814.40	651.50	56.80	871.20	850.00
	7 - 12 months	909.70	727.75	63.45	973.15	850.00
	13 - 18 months	1001.60	801.30	69.90	1071.50	857.20
	19 - 22 months	1110.35	888.30	77.45	1187.80	950.25
	Thereafter, the qualifying wage applies	1298.30	1038.65	90.60	1388.90	1,111.10
BAND KNIFE CUTTER						
	(a) Qualified	1366.25	1093.00	95.30	1461.55	1,169.25
	(b) Learner					
	0 - 6 months	911.00	728.80	63.55	974.55	850.00
	7 - 12 months	1011.80	809.45	70.60	1082.40	865.90
	13 - 18 months	1104.15	883.30	77.05	1181.20	944.95
	19 - 22 months	1209.10	967.30	84.35	1293.45	1,034.75
	Thereafter, the qualifying wage applies	1366.25	1093.00	95.30	1461.55	1,169.25
MECHANIC						
	(a) Qualified	2220.50	1776.40	154.90	2375.40	1,900.30
	(b) Learner					
	0 - 6 months	1024.40	819.50	71.45	1095.85	876.70

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		7 - 12 months	1176.60	941.30	82.10	1258.70	1,006.95
		13 - 18 months	1350.45	1080.35	94.20	1444.65	1,155.70
		19 - 24 months	1524.10	1219.30	106.35	1630.45	1,304.35
		25 - 30 months	1709.40	1367.50	119.25	1828.65	1,462.90
		31 - 36 months	1879.60	1503.70	131.15	2010.75	1,608.60
		37 - 40 months	2047.20	1637.75	142.85	2190.05	1,752.05
		Thereafter, the qualifying wage applies	2220.50	1776.40	154.90	2375.40	1,900.30
CLERK *							
	(a)	Qualified	1387.95	1110.35	96.85	1484.80	1,187.85
	(b)	Learner					
		0 - 6 months	943.65	754.90	65.85	1009.50	850.00
		7 - 12 months	1065.50	852.40	74.35	1139.85	911.90
		13 - 18 months	1165.60	932.50	81.30	1246.90	997.50
		Thereafter, the qualifying wage applies	1387.95	1110.35	96.85	1484.80	1,187.85
WATCHMAN			1163.25	930.60	81.15	1244.40	995.50
DRIVER 1			1092.65	874.10	76.25	1168.90	935.10
DRIVER 2			1193.95	955.15	83.30	1277.25	1,021.80
DRIVER 3			1392.20	1113.75	97.15	1489.35	1,191.50
DRIVER 4			1681.55	1345.25	117.30	1798.85	1,439.10
FOREPERSON			1591.90	1273.50	111.05	1702.95	1,362.35
* 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 2018/19 Rand Value, Across-the-Board.							