

**NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY  
FOR THE KWAZULU-NATAL REGION (GARMENT KNITTING SECTOR)  
FOR THE PERIOD 1 SEPTEMBER 2019 - 31 AUGUST 2020**

<b>WAGE SCHEDULE</b>		<b>GROUP A</b> (i.e Employers contributing to the Productivity incentive Scheme)				
<b>DESCRIPTION OF OCCUPATION</b>		<b>Wage rate per week from 01 Sep 2018 to 31 Aug 2019</b>	<b>New Employees on Incentivised Scheme Effective 1 September 2018 = 80%</b>	<b>Across the board increase (Based on 2018/19 Rand Value)</b>	<b>Wage rate per week from 01 Sep 2019 to 31 Aug 2020</b>	<b>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)</b>
		<b>R</b>	<b>R</b>	<b>R</b>	<b>R</b>	<b>R</b>
(i)	<b>Foreman:</b>	2419.90	1935.90	168.85	2588.75	2,071.00
(ii)	<b>Dyer: (See (iv) below)</b>					
(iii)	<b>Storeman:</b>					
	(i) Qualified:	2329.35	1863.50	162.50	2491.85	1,993.50
	(ii) Learners:					
	first six months of experience	841.55	673.25	58.70	900.25	850.00
	second six months of experience	1213.50	970.80	84.65	1298.15	1,038.50
	third six months of experience	1585.65	1268.50	110.65	1696.30	1,357.05
	next four months of experience	1957.45	1565.95	136.55	2094.00	1,675.20
	Thereafter, the wage specified in (iii)(i) i.e.	2329.35	1863.50	162.50	2491.85	1,993.50
(iv)	<b>Mechanic/Dyer:</b>					
	(i) Qualified:	2419.90	1935.90	168.85	2588.75	2,071.00
	(ii) Learners:					
	first six months of experience	841.55	673.25	58.70	900.25	850.00
	second six months of experience	999.10	799.30	69.70	1068.80	855.05
	third six months of experience	1157.00	925.60	80.70	1237.70	990.15
	fourth six months of experience	1315.10	1052.10	91.75	1406.85	1,125.50
	fifth six months of experience	1473.05	1178.45	102.75	1575.80	1,260.65
	sixth six months of experience	1630.35	1304.30	113.75	1744.10	1,395.30
	seventh six months of experience	1788.65	1430.90	124.80	1913.45	1,530.75
	eighth six months of experience	1946.45	1557.15	135.80	2082.25	1,665.80
	ninth six months of experience	2104.10	1683.30	146.80	2250.90	1,800.70
	next four months of experience	2262.40	1809.90	157.85	2420.25	1,936.20
	Thereafter, the wage specified in (iv)(i) i.e.	2419.90	1935.90	168.85	2588.75	2,071.00
(v)	<b>Mechanic's Assistant:</b>					
	(i) Qualified:	1585.20	1268.15	110.60	1695.80	1,356.65
	(ii) Learners:					
	first six months of experience	841.55	673.25	58.70	900.25	850.00
	second six months of experience	915.20	732.15	63.85	979.05	850.00
	third six months of experience	990.65	792.50	69.10	1059.75	850.00
	fourth six months of experience	1064.10	851.30	74.25	1138.35	910.70
	fifth six months of experience	1138.90	911.10	79.45	1218.35	974.70
	sixth six months of experience	1213.60	970.90	84.65	1298.25	1,038.60
	seventh six months of experience	1287.55	1030.05	89.85	1377.40	1,101.90
	eighth six months of experience	1362.35	1089.90	95.05	1457.40	1,165.90
	ninth six months of experience	1436.30	1149.05	100.20	1536.50	1,229.20
	next four months of experience	1510.85	1208.70	105.40	1616.25	1,293.00
	Thereafter, the wage specified in (v)(i) i.e.	1585.20	1268.15	110.60	1695.80	1,356.65
(vi)	<b>Supervisor:</b>	1675.75	1340.60	116.90	1792.65	1,434.10
(vii)	<b>Final Examiner of fully-fashioned garments:</b>	1556.20	1244.95	108.55	1664.75	1,331.80
(viii)	<b>Factory Clerk, Despatch Clerk, Stores Clerk:</b>					

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<b>DESCRIPTION OF OCCUPATION</b>		<b>Wage rate per week from 01 Sep 2018 to 31 Aug 2019</b>	<b>New Employees on Incentivised Scheme Effective 1 September 2018 = 80%</b>	<b>Across the board increase (Based on 2018/19 Rand Value)</b>	<b>Wage rate per week from 01 Sep 2019 to 31 Aug 2020</b>	<b>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)</b>
	(i) Qualified:	1523.75	1219.00	106.30	1630.05	1,304.05
	(ii) Learners:					
	first six months of experience	841.55	673.25	58.70	900.25	850.00
	second six months of experience	1011.90	809.50	70.60	1082.50	866.00
	third six months of experience	1182.55	946.05	82.50	1265.05	1,012.05
	next four months of experience	1353.35	1082.70	94.40	1447.75	1,158.20
	Thereafter, the wage specified in (viii)(i) i.e.	1523.75	1219.00	106.30	1630.05	1,304.05
(ix)	<b>Knitting Machine Operator, Warp Knitting Machine Operator, Dyer's Assistant, Colouring Mass-Measurer and/or Cutter or Shaper (Knitting) of fully-fashioned garments,</b>					
	(i) Qualified:	1523.75	1219.00	106.30	1630.05	1,304.05
	(ii) Learners:					
	first six months of experience	841.55	673.25	58.70	900.25	850.00
	second six months of experience	954.90	763.90	66.60	1021.50	850.00
	third six months of experience	1068.45	854.75	74.55	1143.00	914.40
	fourth six months of experience	1182.55	946.05	82.50	1265.05	1,012.05
	fifth six months of experience	1296.20	1036.95	90.45	1386.65	1,109.30
	next four months of experience	1410.20	1128.15	98.40	1508.60	1,206.90
	Thereafter, the wage specified in (ix)(i) i.e.	1523.75	1219.00	106.30	1630.05	1,304.05
(x)	<b>Loader of magazine or comb, Linker, Overlocker other than an overlocker of seconds in socks, Sewing Machinist (Knitting) including a button, buttonhole and hemming machinist, Mender and Plain Sewer:</b>					
	(i) Qualified:	1329.55	1063.65	92.75	1422.30	1,137.85
	(ii) Learners:					
	first six months of experience	841.55	673.25	58.70	900.25	850.00
	second six months of experience	963.20	770.55	67.20	1030.40	850.00
	third six months of experience	1085.15	868.10	75.70	1160.85	928.70
	next four months of experience	1207.65	966.10	84.25	1291.90	1,033.50
	Thereafter, the wage specified in (x)(i) i.e.	1329.55	1063.65	92.75	1422.30	1,137.85
(xi)	<b>Driver of a Motor 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 453,5 kg	1271.05	1016.85	88.70	1359.75	1,087.80
	(b) exceeds 453,5 kg but not 2 721 kg	1500.70	1200.55	104.70	1605.40	1,284.30
	(c) exceeds 2 721 kg but not 4 535 kg	1598.10	1278.50	111.50	1709.60	1,367.70
	(d) exceeds 4 535 kg	1734.20	1387.35	121.00	1855.20	1,484.15
(xii)	<b>Security Officer:</b>	1941.20	1552.95	135.45	2076.65	1,661.30
(xiii)	<b>Watchman:</b>	1498.15	1198.50	104.50	1602.65	1,282.10
(xiv)	<b>Employee not elsewhere specified:</b>					
	(i) Qualified:	1559.75	1247.80	108.80	1668.55	1,334.85

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	(ii)	Learners:					
		first six months of experience	841.55	673.25	58.70	900.25	850.00
		second six months of experience	1020.70	816.55	71.20	1091.90	873.50
		third six months of experience	1200.85	960.70	83.80	1284.65	1,027.70
		next four months of experience	1380.10	1104.10	96.30	1476.40	1,181.10
		thereafter, the wage specified in (xiv)(i) i.e.	1559.75	1247.80	108.80	1668.55	1,334.85
(xv)		<b>Seamer, Mender of socks, Sorter, Cleaner (i.e. an employee engaged in cleaning garments and/or fabrics), Grader, Sampler (i.e. an employee engaged in the making up of sample cards), Winder, Overlocker for seconds in socks and/or Examiner of knitted fabrics and articles, Backwinder, Drawthreader, Pre- and Post-Boarder or Former, Precutter, Presser, Turner, Operator of calendar, slitting, setting or steaming machine, Operator of brushing, raising and/or cropping machine, Operator of dye machine, Operator of drying and/or hydro-extracting machine, employee engaged in Transferring and/or Labelling, Trimming of surplus threads, Folding, Carding and/or Packing, Waxring Maker, Boiler Attendant,</b>					
	(i)	Qualified:	1093.05	874.45	76.25	1169.30	935.45
	(ii)	Learners:					
		first six months of experience	841.55	673.25	58.70	900.25	850.00
		second six months of experience	925.10	740.10	64.55	989.65	850.00
		third six months of experience	1009.70	807.75	70.45	1080.15	864.10
		Thereafter, the wage specified in (xv) (i) i.e.	1093.05	874.45	76.25	1169.30	935.45
(xvi)		<b>Traveller's Assistant, Cloakroom Supervisor</b>	1093.05	874.45	76.25	1169.30	935.45
(xvii)		<b>General Worker (Knitting)</b>	1269.65	1015.70	88.60	1358.25	1,086.60
<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 for those employees by the agreed Wage Increase based on 2018/19 Rand Value, Across-the-Board.</b>							