

**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 B</b> (i.e Employers NOT 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 7.5% (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>	2431.15	1944.90	169.60	2600.75	2,080.60
(ii)	<b>Dyer: (See (iv) below)</b>					
(iii)	<b>Storeman:</b>					
	(i) Qualified:	2340.10	1872.10	163.25	2503.35	2,002.70
	(ii) Learners:					
	first six months of experience	845.50	676.40	59.00	904.50	850.00
	second six months of experience	1219.05	975.25	85.05	1304.10	1,043.30
	third six months of experience	1592.95	1274.35	111.15	1704.10	1,363.30
	next four months of experience	1966.45	1573.15	137.20	2103.65	1,682.90
	Thereafter, the wage specified in (iii)(i) i.e.	2340.10	1872.10	163.25	2503.35	2,002.70
(iv)	<b>Mechanic/Dyer:</b>					
	(i) Qualified:	2431.15	1944.90	169.60	2600.75	2,080.60
	(ii) Learners:					
	first six months of experience	845.50	676.40	59.00	904.50	850.00
	second six months of experience	1003.90	803.10	70.05	1073.95	859.15
	third six months of experience	1162.50	930.00	81.10	1243.60	994.90
	fourth six months of experience	1321.05	1056.85	92.15	1413.20	1,130.55
	fifth six months of experience	1480.00	1184.00	103.25	1583.25	1,266.60
	sixth six months of experience	1637.90	1310.30	114.25	1752.15	1,401.70
	seventh six months of experience	1796.95	1437.55	125.35	1922.30	1,537.85
	eighth six months of experience	1955.55	1564.45	136.45	2092.00	1,673.60
	ninth six months of experience	2113.90	1691.10	147.50	2261.40	1,809.10
	next four months of experience	2272.85	1818.30	158.55	2431.40	1,945.10
	Thereafter, the wage specified in (iv)(i) i.e.	2431.15	1944.90	169.60	2600.75	2,080.60
(v)	<b>Mechanic's Assistant:</b>					
	(i) Qualified:	1592.60	1274.10	111.10	1703.70	1,362.95
	(ii) Learners:					
	first six months of experience	845.50	676.40	59.00	904.50	850.00
	second six months of experience	919.40	735.50	64.15	983.55	850.00
	third six months of experience	995.20	796.15	69.45	1064.65	851.70
	fourth six months of experience	1069.05	855.25	74.60	1143.65	914.90
	fifth six months of experience	1144.30	915.45	79.85	1224.15	979.30
	sixth six months of experience	1219.25	975.40	85.05	1304.30	1,043.45
	seventh six months of experience	1293.55	1034.85	90.25	1383.80	1,107.05
	eighth six months of experience	1368.45	1094.75	95.45	1463.90	1,171.10
	ninth six months of experience	1442.95	1154.35	100.65	1543.60	1,234.90
	next four months of experience	1517.70	1214.15	105.90	1623.60	1,298.90
	Thereafter, the wage specified in (v)(i) i.e.	1592.60	1274.10	111.10	1703.70	1,362.95
(vi)	<b>Supervisor:</b>	1683.50	1346.80	117.45	1800.95	1,440.75
(vii)	<b>Final Examiner of fully-fashioned garments:</b>	1563.35	1250.70	109.05	1672.40	1,337.90
(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 7.5% (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:	1530.85	1224.70	106.80	1637.65	1,310.10
	(ii) Learners:					
	first six months of experience	845.50	676.40	59.00	904.50	850.00
	second six months of experience	1016.65	813.30	70.95	1087.60	870.10
	third six months of experience	1188.10	950.50	82.90	1271.00	1,016.80
	next four months of experience	1359.60	1087.70	94.85	1454.45	1,163.55
	Thereafter, the wage specified in (viii)(i) i.e.	1530.85	1224.70	106.80	1637.65	1,310.10
(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:	1530.85	1224.70	106.80	1637.65	1,310.10
	(ii) Learners:					
	first six months of experience	845.50	676.40	59.00	904.50	850.00
	second six months of experience	959.45	767.55	66.95	1026.40	850.00
	third six months of experience	1073.45	858.75	74.90	1148.35	918.70
	fourth six months of experience	1188.20	950.55	82.90	1271.10	1,016.90
	fifth six months of experience	1302.10	1041.70	90.85	1392.95	1,114.35
	next four months of experience	1416.70	1133.35	98.85	1515.55	1,212.45
	Thereafter, the wage specified in (ix)(i) i.e.	1530.85	1224.70	106.80	1637.65	1,310.10
(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:	1335.85	1068.70	93.20	1429.05	1,143.25
	(ii) Learners:					
	first six months of experience	845.50	676.40	59.00	904.50	850.00
	second six months of experience	967.55	774.05	67.50	1035.05	850.00
	third six months of experience	1090.20	872.15	76.05	1166.25	933.00
	next four months of experience	1213.20	970.55	84.65	1297.85	1,038.30
	Thereafter, the wage specified in (x)(i) i.e.	1335.85	1068.70	93.20	1429.05	1,143.25
(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	1276.90	1021.50	89.10	1366.00	1,092.80
	(b) exceeds 453,5 kg but not 2 721 kg	1507.65	1206.10	105.20	1612.85	1,290.30
	(c) exceeds 2 721 kg but not 4 535 kg	1605.45	1284.35	112.00	1717.45	1,373.95
	(d) exceeds 4 535 kg	1742.15	1393.70	121.55	1863.70	1,490.95
(xii)	<b>Security Officer:</b>	1950.25	1560.20	136.05	2086.30	1,669.05
(xiii)	<b>Watchman:</b>	1505.05	1204.05	105.00	1610.05	1,288.05
(xiv)	<b>Employee not elsewhere specified:</b>					
	(i) Qualified:	1566.85	1253.50	109.30	1676.15	1,340.90

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	(ii) Learners:					
	first six months of experience	845.50	676.40	59.00	904.50	850.00
	second six months of experience	1025.60	820.50	71.55	1097.15	877.70
	third six months of experience	1206.35	965.10	84.15	1290.50	1,032.40
	next four months of experience	1386.50	1109.20	96.75	1483.25	1,186.60
	thereafter, the wage specified in (xiv)(i) i.e.	1566.85	1253.50	109.30	1676.15	1,340.90
(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, Creeler, Despatch Packer, Parcel Maker and Floor Walker/Runner</b>					
	(i) Qualified:	1098.10	878.50	76.60	1174.70	939.75
	(ii) Learners:					
	first six months of experience	845.50	676.40	59.00	904.50	850.00
	second six months of experience	929.40	743.50	64.85	994.25	850.00
	third six months of experience	1014.25	811.40	70.75	1085.00	868.00
	Thereafter, the wage specified in (xv) (i) i.e.	1098.10	878.50	76.60	1174.70	939.75
(xvi)	<b>Traveller's Assistant, Cloakroom Supervisor and/or Attendant, Teamaker</b>	1098.10	878.50	76.60	1174.70	939.75
(xvii)	<b>General Worker (Knitting)</b>	1275.60	1020.50	89.00	1364.60	1,091.70
<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-</b>						