

**NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY (WESTERN CAPE)
KNITTING DIVISION AGREEMENT - GARMENT KNITTING SECTOR ONLY
NEW WAGE RATES NEGOTIATED BY THE PARTIES
FOR THE PERIOD 01 SEPTEMBER 2019 TO 31 AUGUST 2020**

4. WAGES		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)								
(1)	Subject to the provisions of this Agreement, the minimum wages that shall be paid to and accepted by the undermentioned classes of employees, employed at Garment Knitting establishments, shall be as follows:							Note: Reduced to 20 cents if employee is not a member of the Industry's Provident Fund. (Refer Clause Clause 4(12) of the Knitting Division Agreement)		
DESCRIPTION				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	Plus "2001 Allowance" (*See note above)	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)
				R	R	R	R	R	R	R
Part A - Cutting Department										
Pattern Maker:										
(a)	Qualified			2433.50	1947.00	170.00	2603.50	10.30	2613.80	2083.00
(b)	Learner									
	First year									
	First six months of experience			1363.00	1090.50	95.00	1458.00	5.86	1463.86	1166.50
	Second six months of experience			1505.50	1204.50	105.00	1610.50	6.45	1616.95	1288.50
	Second year									
	First six months of experience			1646.50	1317.00	115.00	1761.50	7.04	1768.54	1409.00
	Second six months of experience			1797.50	1438.00	125.50	1923.00	7.67	1930.67	1538.50
	Third year									
	First six months of experience			1961.00	1569.00	137.00	2098.00	8.34	2106.34	1678.50
	Next four months of experience			2116.00	1693.00	147.50	2263.50	8.99	2272.49	1811.00
	Thereafter, the wage specified in (a),			2433.50	1947.00	170.00	2603.50	10.30	2613.80	2083.00
Pattern Grader										
(a)	Qualified			1963.00	1570.50	137.00	2100.00	8.35	2108.35	1680.00
(b)	Learner									
	First year									
	First six months of experience			1281.00	1025.00	89.50	1370.50	5.52	1376.02	1096.50
	Second six months of experience			1363.00	1090.50	95.00	1458.00	5.86	1463.86	1166.50
	Second year									
	First six months of experience			1443.00	1154.50	100.50	1543.50	6.20	1549.70	1235.00
	Second six months of experience			1546.50	1237.00	108.00	1654.50	6.62	1661.12	1323.50
	Third year									
	First six months of experience			1646.50	1317.00	115.00	1761.50	7.04	1768.54	1409.00
	Next four months of experience			1752.50	1402.00	122.50	1875.00	7.48	1882.48	1500.00
	Thereafter, the wage specified in (a),			1963.00	1570.50	137.00	2100.00	8.35	2108.35	1680.00
Football Jersey Cutter										
(a)	Qualified			1364.50	1091.50	95.00	1459.50	5.87	1465.37	1167.50
(b)	Learner									
	First year									
	First six months of experience			1024.50	819.50	71.50	1096.00	4.46	1100.46	877.00
	Second six months of experience			1086.00	869.00	76.00	1162.00	4.71	1166.71	929.50
	Second year									
	First six months of experience			1142.50	914.00	79.50	1222.00	4.95	1226.95	977.50
	Second six months of experience			1203.00	962.50	84.00	1287.00	5.20	1292.20	1029.50
	Third year									
	First four months of experience			1262.50	1010.00	88.00	1350.50	5.44	1355.94	1080.50
	Thereafter, the wage specified in (a),			1364.50	1091.50	95.00	1459.50	5.87	1465.37	1167.50
Layer-up										
(a)	Qualified			1176.50	941.00	82.00	1258.50	5.09	1263.59	1007.00
(b)	Learner									
	First year									
	First six months of experience			990.50	792.50	69.00	1059.50	4.32	1063.82	850.00
	Second six months of experience			1024.50	819.50	71.50	1096.00	4.46	1100.46	877.00
	Second year									

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		R	R	R	R	R	R	R
	First six months of experience	1070.00	856.00	74.50	1144.50	4.65	1149.15	915.50
	Thereafter, the wage specified in (a),	1176.50	941.00	82.00	1258.50	5.09	1263.59	1007.00
Part B - Factory Operatives								
Grade A employee:								
(a)	Qualified	1505.50	1204.50	105.00	1610.50	6.45	1616.95	1288.50
(b)	Learner							
	First year							
	First six months of experience	1059.00	847.00	74.00	1133.00	4.60	1137.60	906.50
	Second six months of experience	1141.50	913.00	79.50	1221.00	4.94	1225.94	977.00
	Second year							
	First six months of experience	1219.50	975.50	85.00	1304.50	5.26	1309.76	1043.50
	Second six months of experience	1281.00	1025.00	89.50	1370.50	5.52	1376.02	1096.50
	Third year							
	First four months of experience	1364.50	1091.50	95.00	1459.50	5.87	1465.37	1167.50
	Thereafter, the wage specified in (a),	1505.50	1204.50	105.00	1610.50	6.45	1616.95	1288.50
Grade B employee:								
(a)	Qualified	1286.00	1029.00	89.50	1375.50	5.54	1381.04	1100.50
(b)	Learner							
	First year							
	First six months of experience	1043.00	834.50	73.00	1116.00	4.53	1120.53	893.00
	Second six months of experience	1098.00	878.50	76.50	1174.50	4.76	1179.26	939.50
	Second year							
	First six months of experience	1153.50	923.00	80.50	1234.00	4.99	1238.99	987.00
	Thereafter, the wage specified in (a),	1286.00	1029.00	89.50	1375.50	5.54	1381.04	1100.50
(c)	If advanced to Grade A employee:							
	First six months from date of	1286.00	1029.00	89.50	1375.50	5.54	1381.04	1100.50
	Second six months from date of	1324.00	1059.00	92.50	1416.50	5.70	1422.20	1133.00
	Third six months from date of	1364.50	1091.50	95.00	1459.50	5.87	1465.37	1167.50
	Thereafter, the wage specified for a qualified Grade A employee, i.e.	1505.50	1204.50	105.00	1610.50	6.45	1616.95	1288.50
Grade C employee:								
(a)	Qualified	1141.50	913.00	79.50	1221.00	4.94	1225.94	977.00
(b)	Learner							
	First year							
	First six months of experience	1022.50	818.00	71.50	1094.00	4.45	1098.45	875.00
	Second six months of experience	1051.50	841.00	73.50	1125.00	4.57	1129.57	900.00
	Thereafter, the wage specified in (a),	1141.50	913.00	79.50	1221.00	4.94	1225.94	977.00
(c)	If advanced to Grade B employee:							
	First six months from date of	1141.50	913.00	79.50	1221.00	4.94	1225.94	977.00
	Next six months from date of	1153.50	923.00	80.50	1234.00	4.99	1238.99	987.00
	Thereafter, the wage specified for a qualified Grade B employee, i.e.	1286.00	1029.00	89.50	1375.50	5.54	1381.04	1100.50
Part C - Clerical employees								
Clerk								
(a)	Qualified	1656.50	1325.00	115.50	1772.00	7.09	1779.09	1417.50
(b)	Learner							
	First year	1223.00	978.50	85.50	1308.50	5.28	1313.78	1047.00
	Second year	1329.00	1063.00	92.50	1421.50	5.72	1427.22	1137.00
	Third year							
	First four months of experience	1452.50	1162.00	101.50	1554.00	6.23	1560.23	1243.00
	Thereafter, the wage specified in (a),	1656.50	1325.00	115.50	1772.00	7.09	1779.09	1417.50
Factory Clerk								
(a)	Qualified	1243.00	994.50	86.50	1329.50	5.37	1334.87	1063.50

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		R	R	R	R	R	R	R
(b)	Learner							
	First year	990.50	792.50	69.00	1059.50	4.32	1063.82	850.00
	Second year	1055.00	844.00	73.50	1128.50	4.59	1133.09	903.00
	Third year							
	First four months of experience	1141.50	913.00	79.50	1221.00	4.94	1225.94	977.00
	Thereafter, the wage specified in (a),	1243.00	994.50	86.50	1329.50	5.37	1334.87	1063.50
- General								
	Boiler attendant	1180.50	944.50	82.50	1263.00	5.11	1268.11	1010.50
	Despatch packer	1219.50	975.50	85.00	1304.50	5.26	1309.76	1043.50
	General Worker	1141.50	913.00	79.50	1221.00	4.94	1225.94	977.00
	Labourer	1153.50	923.00	80.50	1234.00	4.99	1238.99	987.00
	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 -							
(a)	does not exceed 1 360 kg	1219.50	975.50	85.00	1304.50	5.26	1309.76	1043.50
(b)	exceeds 1 360 but not 2 720 kg	1266.00	1013.00	88.50	1354.50	5.46	1359.96	1083.50
(c)	exceeds 2 720 kg	1443.00	1154.50	100.50	1543.50	6.20	1549.70	1235.00
	Supervisor, quality controller and instructor	1546.50	1237.00	108.00	1654.50	6.62	1661.12	1323.50
	Traveller's driver	1266.00	1013.00	88.50	1354.50	5.46	1359.96	1083.50
	Watchman or caretaker, whose ordinary hours of work are -							
(a)	less than 60 hours per week	1315.50	1052.50	92.00	1407.50	5.67	1413.17	1126.00
(b)	60 hours per week	1380.50	1104.50	96.50	1477.00	5.94	1482.94	1181.50

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.