

**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 B (i.e. employees NOT 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 4(13) of the Main Agreement and Clause 4(12) of the Knitting Division Agreement
DESCRIPTION		Wage per week from 01Sep 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 01Sep 2019 to 31 Aug 2020	Plus "2001 Allowance" (*See note above)	Wage per week from 01Sep 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	2443.50	1955.00	170.50	2614.00	10.30	2624.30	2091.00
	(b)	Learner							
		First year							
		First six months of experience	1368.00	1094.50	95.50	1463.50	5.86	1469.36	1171.00
		Second six months of experience	1510.00	1208.00	105.50	1615.50	6.45	1621.95	1292.50
		Second year							
		First six months of experience	1654.00	1323.00	115.50	1769.50	7.04	1776.54	1415.50
		Second six months of experience	1806.50	1445.00	126.00	1932.50	7.67	1940.17	1546.00
		Third year							
		First six months of experience	1969.00	1575.00	137.50	2106.50	8.34	2114.84	1685.00
		Next four months of experience	2126.00	1701.00	148.50	2274.50	8.99	2283.49	1819.50
		Thereafter, the wage specified in	2443.50	1955.00	170.50	2614.00	10.30	2624.30	2091.00
Pattern Grader									
	(a)	Qualified	1970.50	1576.50	137.50	2108.00	8.35	2116.35	1686.50
	(b)	Learner							
		First year							
		First six months of experience	1288.50	1031.00	90.00	1378.50	5.52	1384.02	1103.00
		Second six months of experience	1368.00	1094.50	95.50	1463.50	5.86	1469.36	1171.00
		Second year							
		First six months of experience	1451.50	1161.00	101.50	1553.00	6.20	1559.20	1242.50
		Second six months of experience	1553.50	1243.00	108.50	1662.00	6.62	1668.62	1329.50
		Third year							
		First six months of experience	1654.00	1323.00	115.50	1769.50	7.04	1776.54	1415.50
		Next four months of experience	1761.50	1409.00	123.00	1884.50	7.48	1891.98	1507.50
		Thereafter, the wage specified in	1970.50	1576.50	137.50	2108.00	8.35	2116.35	1686.50
Football Jersey Cutter									
	(a)	Qualified	1370.50	1096.50	95.50	1466.00	5.87	1471.87	1173.00
	(b)	Learner							
		First year							
		First six months of experience	1028.00	822.50	71.50	1099.50	4.46	1103.96	879.50
		Second six months of experience	1090.00	872.00	76.00	1166.00	4.71	1170.71	933.00
		Second year							
		First six months of experience	1148.00	918.50	80.00	1228.00	4.95	1232.95	982.50
		Second six months of experience	1209.50	967.50	84.50	1294.00	5.20	1299.20	1035.00
		Third year							
		First four months of experience	1267.50	1014.00	88.50	1356.00	5.44	1361.44	1085.00
		Thereafter, the wage specified in	1370.50	1096.50	95.50	1466.00	5.87	1471.87	1173.00
Layer-up									
	(a)	Qualified	1181.00	945.00	82.50	1263.50	5.09	1268.59	1011.00
	(b)	Learner							
		First year							
		First six months of experience	994.50	795.50	69.50	1064.00	4.32	1068.32	851.00
		Second six months of experience	1028.00	822.50	71.50	1099.50	4.46	1103.96	879.50
		Second year							
		First six months of experience	1075.50	860.50	75.00	1150.50	4.65	1155.15	920.50

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		R	R	R	R	R	R	R
	Thereafter, the wage specified in	1181.00	945.00	82.50	1263.50	5.09	1268.59	1011.00
Part B - Factory Operatives								
Grade A employee:								
(a)	Qualified	1510.00	1208.00	105.50	1615.50	6.45	1621.95	1292.50
(b)	Learner							
	First year							
	First six months of experience	1063.00	850.50	74.00	1137.00	4.60	1141.60	909.50
	Second six months of experience	1146.00	917.00	80.00	1226.00	4.94	1230.94	981.00
	Second year							
	First six months of experience	1224.00	979.00	85.50	1309.50	5.26	1314.76	1047.50
	Second six months of experience	1288.50	1031.00	90.00	1378.50	5.52	1384.02	1103.00
	Third year							
	First four months of experience	1370.50	1096.50	95.50	1466.00	5.87	1471.87	1173.00
	Thereafter, the wage specified in	1510.00	1208.00	105.50	1615.50	6.45	1621.95	1292.50
Grade B employee:								
(a)	Qualified	1291.00	1033.00	90.00	1381.00	5.54	1386.54	1105.00
(b)	Learner							
	First year							
	First six months of experience	1048.50	839.00	73.00	1121.50	4.53	1126.03	897.00
	Second six months of experience	1102.50	882.00	77.00	1179.50	4.76	1184.26	943.50
	Second year							
	First six months of experience	1158.00	926.50	81.00	1239.00	4.99	1243.99	991.00
	Thereafter, the wage specified in	1291.00	1033.00	90.00	1381.00	5.54	1386.54	1105.00
(c)	If advanced to Grade A employee:							
	First six months from date of	1291.00	1033.00	90.00	1381.00	5.54	1386.54	1105.00
	Second six months from date of	1330.00	1064.00	93.00	1423.00	5.70	1428.70	1138.50
	Third six months from date of	1370.50	1096.50	95.50	1466.00	5.87	1471.87	1173.00
	Thereafter, the wage specified for a	1510.00	1208.00	105.50	1615.50	6.45	1621.95	1292.50
Grade C employee:								
(a)	Qualified	1146.00	917.00	80.00	1226.00	4.94	1230.94	981.00
(b)	Learner							
	First year							
	First six months of experience	1027.00	821.50	71.50	1098.50	4.45	1102.95	879.00
	Second six months of experience	1056.50	845.00	73.50	1130.00	4.57	1134.57	904.00
	Thereafter, the wage specified in	1146.00	917.00	80.00	1226.00	4.94	1230.94	981.00
(c)	If advanced to Grade B employee:							
	First six months from date of	1146.00	917.00	80.00	1226.00	4.94	1230.94	981.00
	Next six months from date of	1158.00	926.50	81.00	1239.00	4.99	1243.99	991.00
	Thereafter, the wage specified for a	1291.00	1033.00	90.00	1381.00	5.54	1386.54	1105.00
Part C - Clerical employees								
Clerk								
(a)	Qualified	1665.00	1332.00	116.00	1781.00	7.09	1788.09	1425.00
(b)	Learner							
	First year	1227.00	981.50	85.50	1312.50	5.28	1317.78	1050.00
	Second year	1335.00	1068.00	93.00	1428.00	5.72	1433.72	1142.50
	Third year							
	First four months of experience	1459.00	1167.00	102.00	1561.00	6.23	1567.23	1249.00
	Thereafter, the wage specified in	1665.00	1332.00	116.00	1781.00	7.09	1788.09	1425.00
Factory Clerk								
(a)	Qualified	1250.00	1000.00	87.00	1337.00	5.37	1342.37	1069.50
(b)	Learner							
	First year	994.50	795.50	69.50	1064.00	4.32	1068.32	851.00
	Second year	1060.00	848.00	74.00	1134.00	4.59	1138.59	907.00
	Third year							
	First four months of experience	1146.00	917.00	80.00	1226.00	4.94	1230.94	981.00
	Thereafter, the wage specified in	1250.00	1000.00	87.00	1337.00	5.37	1342.37	1069.50

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	R	R	R	R	R	R	R
Part D - General							
Boiler attendant	1186.50	949.00	83.00	1269.50	5.11	1274.61	1015.50
Despatch packer	1224.00	979.00	85.50	1309.50	5.26	1314.76	1047.50
General Worker	1146.00	917.00	80.00	1226.00	4.94	1230.94	981.00
Labourer	1158.00	926.50	81.00	1239.00	4.99	1243.99	991.00
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	1224.00	979.00	85.50	1309.50	5.26	1314.76	1047.50
(b) exceeds 1 360 but not 2 720 kg	1271.00	1017.00	88.50	1359.50	5.46	1364.96	1087.50
(c) exceeds 2 720 kg	1451.50	1161.00	101.50	1553.00	6.20	1559.20	1242.50
Supervisor, quality controller and instructor	1553.50	1243.00	108.50	1662.00	6.62	1668.62	1329.50
Traveller's driver	1271.00	1017.00	88.50	1359.50	5.46	1364.96	1087.50
Watchman or caretaker, whose ordinary hours of work are -							
(a) less than 60 hours per week	1321.50	1057.00	92.00	1413.50	5.67	1419.17	1131.00
(b) 60 hours per week	1387.50	1110.00	97.00	1484.50	5.94	1490.44	1187.50

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.