

NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY (EASTERN CAPE)
KNITTING DIVISION AGREEMENT - GARMENT KNITTING SECTOR ONLY
NEW WAGE RATES NEGOTIATED BY THE PARTIES FOR THE PERIOD
1 SEPTEMBER 2022 TO 31 AUGUST 2023

WAGES		GROUP A (i.e. employees ON on the 0.5% Productivity Incentive Scheme)				
DESCRIPTION		Western Cape Knitting Wage Rate per week from 1 Sep 2022 to 31 Aug 2023	Wage per week from 1 Sept 2022 to 31 Aug 2023 (Based on 42.5hrs per week)	New Ees on Incentivised Scheme Effective 1 Sept 2022 = 80%	Wage per week from 1 Sep 2022 to 31 Aug 2023 (Based on 42hrs per week)	New Ees on Incentivised Scheme Effective 1 Sept 2022 = 80%(Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
			R	R	R	R
Part A - Cutting Department						
Pattern Maker						
(a)	Qualified	3010,50	2860,00	2288,00	2826,50	2261,00
(b)	Learner					
	First year					
	First six months of experience	1686,00	1601,50	1281,00	1582,50	1266,00
	Second six months of experience	1862,00	1769,00	1415,00	1748,00	1398,50
	Second year					
	First six months of experience	2036,00	1934,00	1547,00	1911,00	1529,00
	Second six months of experience	2223,00	2112,00	1689,50	2087,00	1669,50
	Third year					
	First six months of experience	2425,50	2304,00	1843,00	2277,00	1821,50
	Next four months of experience	2616,50	2485,50	1988,50	2456,50	1965,00
	Thereafter, the wage specified in (a),	3010,50	2860,00	2288,00	2826,50	2261,00
Pattern Grader						
(a)	Qualified	2428,00	2306,50	1845,00	2279,50	1823,50
(b)	Learner					
	First year					
	First six months of experience	1584,00	1505,00	1204,00	1487,50	1190,00
	Second six months of experience	1686,00	1601,50	1281,00	1582,50	1266,00
	Second year					
	First six months of experience	1784,00	1695,00	1356,00	1675,00	1340,00
	Second six months of experience	1912,50	1817,00	1453,50	1795,50	1436,50
	Third year					
	First six months of experience	2036,00	1934,00	1547,00	1911,00	1529,00
	Next four months of experience	2168,00	2059,50	1647,50	2035,50	1628,50
	Thereafter, the wage specified in (a),	2428,00	2306,50	1845,00	2279,50	1823,50
Football Jersey Cutter						
(a)	Qualified	1687,50	1603,00	1282,50	1584,00	1267,00
(b)	Learner					
	First year					
	First six months of experience	1267,00	1203,50	985,50	1189,50	974,00
	Second six months of experience	1343,50	1276,50	1021,00	1261,50	1009,00

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	Second year					
	First six months of experience	1412,50	1342,00	1073,50	1326,00	1061,00
	Second six months of experience	1488,00	1413,50	1131,00	1397,00	1117,50
	Third year					
	First four months of experience	1561,50	1483,50	1187,00	1466,00	1173,00
	Thereafter, the wage specified in (a),	1687,50	1603,00	1282,50	1584,00	1267,00
Layer-up						
(a)	Qualified	1455,00	1382,50	1106,00	1366,00	1093,00
(b)	Learner					
	First year					
	First six months of experience	1224,50	1163,50	985,50	1150,00	974,00
	Second six months of experience	1267,00	1203,50	985,50	1189,50	974,00
	Second year					
	First six months of experience	1323,50	1257,50	1006,00	1242,50	994,00
	Thereafter, the wage specified in (a),	1455,00	1382,50	1106,00	1366,00	1093,00
Part B - Factory Operatives						
Grade A employee						
(a)	Qualified	1862,00	1769,00	1415,00	1748,00	1398,50
(b)	Learner					
	First year					
	First six months of experience	1310,00	1244,50	995,50	1230,00	984,00
	Second six months of experience	1411,50	1341,00	1073,00	1325,00	1060,00
	Second year					
	First six months of experience	1508,50	1433,00	1146,50	1416,00	1133,00
	Second six months of experience	1584,00	1505,00	1204,00	1487,50	1190,00
	Third year					
	First four months of experience	1687,50	1603,00	1282,50	1584,00	1267,00
	Thereafter, the wage specified in (a),	1862,00	1769,00	1415,00	1748,00	1398,50
Grade B employee						
(a)	Qualified	1590,50	1511,00	1209,00	1493,00	1194,50
(b)	Learner					
	First year					
	First six months of experience	1290,50	1226,00	985,50	1211,50	974,00
	Second six months of experience	1358,00	1290,00	1032,00	1275,00	1020,00
	Second year					

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First six months of experience	1426,50	1355,00	1084,00	1339,00	1071,00
Thereafter, the wage specified in (a),	1590,50	1511,00	1209,00	1493,00	1194,50
(c) If advanced to Grade A employee:					
First six months from date of	1590,50	1511,00	1209,00	1493,00	1194,50
Second six months from date of	1637,50	1555,50	1244,50	1537,00	1229,50
Third six months from date of	1687,50	1603,00	1282,50	1584,00	1267,00
Thereafter, the wage specified for a	1862,00	1769,00	1415,00	1748,00	1398,50
Grade C employee					
(a) Qualified	1411,50	1341,00	1073,00	1325,00	1060,00
(b) Learner					
First year					
First six months of experience	1264,50	1201,50	985,50	1187,50	974,00
Second six months of experience	1300,50	1235,50	988,50	1221,00	977,00
Thereafter, the wage specified in (a),	1411,50	1341,00	1073,00	1325,00	1060,00
(c) If advanced to Grade B employee:					
First six months from date of	1411,50	1341,00	1073,00	1325,00	1060,00
Second six months from date of	1426,50	1355,00	1084,00	1339,00	1071,00
Thereafter, the wage specified for a	1590,50	1511,00	1209,00	1493,00	1194,50
Part C - Clerical Employees					
Clerk					
(a) Qualified	2048,50	1946,00	1557,00	1923,00	1538,50
(b) Learner					
First year	1513,00	1437,50	1150,00	1420,50	1136,50
Second year	1643,50	1561,50	1249,00	1543,00	1234,50
Third year					
First four months of experience	1796,50	1706,50	1365,00	1686,50	1349,00
Thereafter, the wage specified in (a),	2048,50	1946,00	1557,00	1923,00	1538,50
Factory Clerk					
(a) Qualified	1537,00	1460,00	1168,00	1443,00	1154,50
(b) Learner					
First year	1224,50	1163,50	985,50	1150,00	974,00
Second year	1305,00	1240,00	992,00	1225,50	980,50
Third year					
First four months of experience	1411,50	1341,00	1073,00	1325,00	1060,00
Thereafter, the wage specified in (a),	1537,00	1460,00	1168,00	1443,00	1154,50
- General					
Boiler attendant	1460,00	1387,00	1109,50	1370,50	1096,50
Despatch packer	1508,50	1433,00	1146,50	1416,00	1133,00

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General Worker	1411,50	1341,00	1073,00	1325,00	1060,00
Labourer	1426,50	1355,00	1084,00	1339,00	1071,00
Motor vehicle driver of a vehicle, the					
(a) does not exceed 1 360 kg	1508,50	1433,00	1146,50	1416,00	1133,00
(b) exceeds 1 360 but not 2 720 kg	1566,00	1487,50	1190,00	1470,00	1176,00
(c) exceeds 2 720 kg	1784,00	1695,00	1356,00	1675,00	1340,00
Supervisor, quality controller and	1912,50	1817,00	1453,50	1795,50	1436,50
Traveller's driver	1566,00	1487,50	1190,00	1470,00	1176,00
Watchman or caretaker, whose					
(a) less than 60 hours per week	1627,50	1546,00	1237,00	1528,00	1222,50
(b) 60 hours per week	1707,50	1622,00	1297,50	1603,00	1282,50
NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with effect from 1 September 2022, Increase the Weekly Wage in line with this schedule.					