

**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 2023 TO 31 AUGUST 2024**

<b>WAGES</b>		<b>GROUP A (i.e. employees ON on the 0.5% Productivity Incentive Scheme)</b>				
<b>DESCRIPTION</b>		<b>Western Cape Knitting Wage Rate per week from 1 Sept 2023 to 31 Aug 2024</b>	<b>Wage per week from 1 Sept 2023 to 31 Aug 2024 (Based on 42.5hrs per week)</b>	<b>New Ees on Incentivised Scheme Effective 1 Sept 2023 = 80%</b>	<b>Wage per week from 1 Sept 2023 to 31 Aug 2024 (Based on 42hrs per week)</b>	<b>New Ees on Incentivised Scheme Effective 1 Sept 2023 = 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>
<b>Part A - Cutting Department</b>						
<b>Pattern Maker</b>						
(a)	Qualified	3207,50	3047,00	2437,50	3011,00	2409,00
(b)	Learner					
	First year					
	First six months of experience	1796,50	1706,50	1365,00	1686,50	1349,00
	Second six months of experience	1984,00	1885,00	1508,00	1863,00	1490,50
	Second year					
	First six months of experience	2169,00	2060,50	1648,50	2036,50	1629,00
	Second six months of experience	2368,50	2250,00	1800,00	2223,50	1779,00
	Third year					
	First six months of experience	2584,00	2455,00	1964,00	2426,00	1941,00
	Next four months of experience	2787,50	2648,00	2118,50	2617,00	2093,50
	Thereafter, the wage specified in (a),	3207,50	3047,00	2437,50	3011,00	2409,00
<b>Pattern Grader</b>						
(a)	Qualified	2587,00	2457,50	1966,00	2428,50	1943,00
(b)	Learner					
	First year					
	First six months of experience	1687,50	1603,00	1282,50	1584,00	1267,00
	Second six months of experience	1796,50	1706,50	1365,00	1686,50	1349,00
	Second year					
	First six months of experience	1900,50	1805,50	1444,50	1784,50	1427,50
	Second six months of experience	2037,50	1935,50	1548,50	1912,50	1530,00
	Third year					
	First six months of experience	2169,00	2060,50	1648,50	2036,50	1629,00
	Next four months of experience	2310,00	2194,50	1755,50	2168,50	1735,00
	Thereafter, the wage specified in (a),	2587,00	2457,50	1966,00	2428,50	1943,00
<b>Football Jersey Cutter</b>						
(a)	Qualified	1798,00	1708,00	1366,50	1688,00	1350,50
(b)	Learner					
	First year					
	First six months of experience	1350,00	1282,50	1080,35	1267,50	1067,65
	Second six months of experience	1431,50	1360,00	1088,00	1344,00	1075,00
	Second year					
	First six months of experience	1505,00	1430,00	1144,00	1413,00	1130,50
	Second six months of experience	1585,50	1506,00	1205,00	1488,50	1191,00

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	Third year					
	First four months of experience	1663,50	1580,50	1264,50	1562,00	1249,50
	Thereafter, the wage specified in (a),	1798,00	1708,00	1366,50	1688,00	1350,50
<b>Layer-up</b>						
(a)	Qualified	1550,00	1472,50	1178,00	1455,00	1164,00
(b)	Learner					
	First year					
	First six months of experience	1304,50	1239,50	1080,35	1225,00	1067,65
	Second six months of experience	1350,00	1282,50	1080,35	1267,50	1067,65
	Second year					
	First six months of experience	1410,00	1339,50	1080,35	1323,50	1067,65
	Thereafter, the wage specified in (a),	1550,00	1472,50	1178,00	1455,00	1164,00
<b>Part B - Factory Operatives</b>						
<b>Grade A employee</b>						
(a)	Qualified	1984,00	1885,00	1508,00	1863,00	1490,50
(b)	Learner					
	First year					
	First six months of experience	1395,50	1325,50	1080,35	1310,00	1067,65
	Second six months of experience	1504,00	1429,00	1143,00	1412,00	1129,50
	Second year					
	First six months of experience	1607,00	1526,50	1221,00	1508,50	1207,00
	Second six months of experience	1687,50	1603,00	1282,50	1584,00	1267,00
	Third year					
	First four months of experience	1798,00	1708,00	1366,50	1688,00	1350,50
	Thereafter, the wage specified in (a),	1984,00	1885,00	1508,00	1863,00	1490,50
<b>Grade B employee</b>						
(a)	Qualified	1694,50	1610,00	1288,00	1591,00	1273,00
(b)	Learner					
	First year					
	First six months of experience	1375,00	1306,50	1080,35	1291,00	1067,65
	Second six months of experience	1447,00	1374,50	1099,50	1358,50	1087,00
	Second year					
	First six months of experience	1520,00	1444,00	1155,00	1427,00	1141,50
	Thereafter, the wage specified in (a),	1694,50	1610,00	1288,00	1591,00	1273,00
(c)	If advanced to Grade A employee:					
	First six months from date of	1694,50	1610,00	1288,00	1591,00	1273,00
	Second six months from date of	1744,50	1657,50	1326,00	1638,00	1310,50
	Third six months from date of	1798,00	1708,00	1366,50	1688,00	1350,50
	Thereafter, the wage specified for a	1984,00	1885,00	1508,00	1863,00	1490,50
<b>Grade C employee</b>						
(a)	Qualified	1504,00	1429,00	1143,00	1412,00	1129,50
(b)	Learner					
	First year					

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	First six months of experience	1347,00	1279,50	1080,35	1264,50	1067,65
	Second six months of experience	1385,50	1316,00	1080,35	1300,50	1067,65
	Thereafter, the wage specified in (a),	1504,00	1429,00	1143,00	1412,00	1129,50
(c)	If advanced to Grade B employee:					
	First six months from date of	1504,00	1429,00	1143,00	1412,00	1129,50
	Second six months from date of	1520,00	1444,00	1155,00	1427,00	1141,50
	Thereafter, the wage specified for a	1694,50	1610,00	1288,00	1591,00	1273,00
<b>Part C - Clerical Employees</b>						
<b>Clerk</b>						
(a)	Qualified	2182,50	2073,50	1659,00	2049,00	1639,00
(b)	Learner					
	First year	1612,00	1531,50	1225,00	1513,50	1211,00
	Second year	1751,00	1663,50	1331,00	1644,00	1315,00
	Third year					
	First four months of experience	1914,00	1818,50	1455,00	1797,00	1437,50
	Thereafter, the wage specified in (a),	2182,50	2073,50	1659,00	2049,00	1639,00
<b>Factory Clerk</b>						
(a)	Qualified	1637,50	1555,50	1244,50	1537,00	1229,50
(b)	Learner					
	First year	1304,50	1239,50	1080,35	1225,00	1067,65
	Second year	1390,50	1321,00	1080,35	1305,50	1067,65
	Third year					
	First four months of experience	1504,00	1429,00	1143,00	1412,00	1129,50
	Thereafter, the wage specified in (a),	1637,50	1555,50	1244,50	1537,00	1229,50
<b>Part D - General</b>						
<b>Boiler attendant</b>		1555,50	1477,50	1182,00	1460,00	1168,00
<b>Despatch packer</b>		1607,00	1526,50	1221,00	1508,50	1207,00
<b>General Worker</b>		1504,00	1429,00	1143,00	1412,00	1129,50
<b>Labourer</b>		1520,00	1444,00	1155,00	1427,00	1141,50
<b>Motor vehicle driver of a vehicle, the</b>						
(a)	does not exceed 1 360 kg	1607,00	1526,50	1221,00	1508,50	1207,00
(b)	exceeds 1 360 but not 2 720 kg	1668,50	1585,00	1268,00	1566,50	1253,00
(c)	exceeds 2 720 kg	1900,50	1805,50	1444,50	1784,50	1427,50
<b>Supervisor, quality controller and</b>		2037,50	1935,50	1548,50	1912,50	1530,00
<b>Traveller's driver</b>		1668,50	1585,00	1268,00	1566,50	1253,00
<b>Watchman or caretaker, whose ordinary</b>						
(a)	less than 60 hours per week	1734,00	1647,50	1318,00	1628,00	1302,50
(b)	60 hours per week	1819,00	1728,00	1382,50	1707,50	1366,00
<b>NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with effect from 1 September 2023, Increase the Weekly Wage in line with this schedule.</b>						