

**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 B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)				
DESCRIPTION		Western Cape Knitting Wage Rate per week from 1 September 2022 to 31 Aug 2023	Wage per week from 1 September 2022 to 31 Aug 2023 (Based on 42.5hrs p/w)	New Ees on Incentivised Scheme Effective 1 September 2022 = 80%	Wage per week from 1 September 2022 to 31 Aug 2023 (Based on 42hrs p/w)	New Ees on Incentivised Scheme Effective 1 September 2022 = 80%
<b>Part A - Cutting Department</b>						
<b>Pattern Maker:</b>						
(a)	Qualified	3022,00	2871,00	2297,00	2837,00	2269,50
(b)	Learner					
	First year					
	First six months of experience	1691,50	1607,00	1285,50	1588,00	1270,50
	Second six months of experience	1868,00	1774,50	1419,50	1753,50	1403,00
	Second year					
	First six months of experience	2046,00	1943,50	1555,00	1920,50	1536,50
	Second six months of experience	2234,00	2122,50	1698,00	2097,50	1678,00
	Third year					
	First six months of experience	2435,50	2313,50	1851,00	2286,50	1829,00
	Next four months of experience	2629,50	2498,00	1998,50	2468,50	1975,00
	Thereafter, the wage specified in (a), i.e.	3022,00	2871,00	2297,00	2837,00	2269,50
<b>Pattern Grader</b>						
(a)	Qualified	2437,50	2315,50	1852,50	2288,50	1831,00
(b)	Learner					
	First year					
	First six months of experience	1594,00	1514,50	1211,50	1496,50	1197,00
	Second six months of experience	1691,50	1607,00	1285,50	1588,00	1270,50
	Second year					
	First six months of experience	1795,50	1705,50	1364,50	1685,50	1348,50
	Second six months of experience	1921,50	1825,50	1460,50	1804,00	1443,00
	Third year					
	First six months of experience	2046,00	1943,50	1555,00	1920,50	1536,50
	Next four months of experience	2178,50	2069,50	1655,50	2045,00	1636,00
	Thereafter, the wage specified in (a), i.e.	2437,50	2315,50	1852,50	2288,50	1831,00
<b>Football Jersey Cutter</b>						
(a)	Qualified	1695,00	1610,50	1288,50	1591,50	1273,00
(b)	Learner					
	First year					
	First six months of experience	1271,00	1207,50	985,50	1193,50	974,00
	Second six months of experience	1348,00	1280,50	1024,50	1265,50	1012,50
	Second year					
	First six months of experience	1420,00	1349,00	1079,00	1333,00	1066,50
	Second six months of experience	1496,50	1421,50	1137,00	1405,00	1124,00
	Third year					
	First four months of experience	1567,50	1489,00	1191,00	1471,50	1177,00
	Thereafter, the wage specified in (a), i.e.	1695,00	1610,50	1288,50	1591,50	1273,00
<b>Layer-up</b>						
(a)	Qualified	1460,50	1387,50	1110,00	1371,00	1097,00
(b)	Learner					
	First year					
	First six months of experience	1230,50	1169,00	985,50	1155,00	974,00
	Second six months of experience	1271,00	1207,50	985,50	1193,50	974,00
	Second year					
	First six months of experience	1330,00	1263,50	1011,00	1248,50	999,00
	Thereafter, the wage specified in (a), i.e.	1460,50	1387,50	1110,00	1371,00	1097,00

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<b>Part B - Factory Operatives</b>						
<b>Grade A employee:</b>						
(a)	Qualified	1868,00	1774,50	1419,50	1753,50	1403,00
(b)	Learner					
	First year					
	First six months of experience	1314,50	1249,00	999,00	1234,50	987,50
	Second six months of experience	1418,00	1347,00	1077,50	1331,00	1065,00
	Second year					
	First six months of experience	1514,00	1438,50	1151,00	1421,50	1137,00
	Second six months of experience	1594,00	1514,50	1211,50	1496,50	1197,00
	Third year					
	First four months of experience	1695,00	1610,50	1288,50	1591,50	1273,00
	Thereafter, the wage specified in (a), i.e.	1868,00	1774,50	1419,50	1753,50	1403,00
<b>Grade B employee:</b>						
(a)	Qualified	1596,50	1516,50	1213,00	1498,50	1199,00
(b)	Learner					
	First year					
	First six months of experience	1297,00	1232,00	985,50	1217,50	974,00
	Second six months of experience	1363,50	1295,50	1036,50	1280,50	1024,50
	Second year					
	First six months of experience	1432,50	1361,00	1089,00	1345,00	1076,00
	Thereafter, the wage specified in (a), i.e.	1596,50	1516,50	1213,00	1498,50	1199,00
(c)	If advanced to Grade A employee:					
	First six months from date of	1596,50	1516,50	1213,00	1498,50	1199,00
	Second six months from date of	1645,00	1563,00	1250,50	1544,50	1235,50
	Third six months from date of	1695,00	1610,50	1288,50	1591,50	1273,00
	Thereafter, the wage specified for a	1868,00	1774,50	1419,50	1753,50	1403,00
<b>Grade C employee:</b>						
(a)	Qualified	1418,00	1347,00	1077,50	1331,00	1065,00
(b)	Learner					
	First year					
	First six months of experience	1270,00	1206,50	985,50	1192,50	974,00
	Second six months of experience	1306,50	1241,00	993,00	1226,50	985,00
	Thereafter, the wage specified in (a), i.e.	1418,00	1347,00	1077,50	1331,00	1065,00
(c)	If advanced to Grade B employee:					
	First six months from date of	1418,00	1347,00	1077,50	1331,00	1065,00
	Second six months from date of	1432,50	1361,00	1089,00	1345,00	1076,00
	Thereafter, the wage specified for a	1596,50	1516,50	1213,00	1498,50	1199,00
<b>Part C - Clerical employees</b>						
<b>Clerk</b>						
(a)	Qualified	2059,00	1956,00	1565,00	1933,00	1546,50
(b)	Learner					
	First year	1517,50	1441,50	1153,00	1424,50	1139,50
	Second year	1651,00	1568,50	1255,00	1550,00	1240,00
	Third year					
	First four months of experience	1805,00	1715,00	1372,00	1695,00	1356,00
	Thereafter, the wage specified in (a), i.e.	2059,00	1956,00	1565,00	1933,00	1546,50
<b>Factory Clerk</b>						
(a)	Qualified	1545,50	1468,00	1174,50	1450,50	1160,50

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(b)	Learner					
	First year	1230,50	1169,00	985,50	1155,00	974,00
	Second year	1311,50	1246,00	997,00	1231,50	985,00
	Third year	0,00	0,00			
	First four months of experience	1418,00	1347,00	1077,50	1331,00	1065,00
	Thereafter, the wage specified in (a), i.e.	1545,50	1468,00	1174,50	1450,50	1160,50
<b>Part D - General</b>						
<b>Boiler attendant</b>		1468,00	1394,50	1115,50	1378,00	1102,50
<b>Despatch packer</b>		1514,00	1438,50	1151,00	1421,50	1137,00
<b>General Worker</b>		1418,00	1347,00	1077,50	1331,00	1065,00
<b>Labourer</b>		1432,50	1361,00	1089,00	1345,00	1076,00
<b>Motor vehicle driver of a vehicle, the unladen</b>						
(a)	does not exceed 1 360 kg	1514,00	1438,50	1151,00	1421,50	1137,00
(b)	exceeds 1 360 but not 2 720 kg	1572,00	1493,50	1195,00	1476,00	1181,00
(c)	exceeds 2 720 kg	1795,50	1705,50	1364,50	1685,50	1348,50
<b>Supervisor, quality controller and instructor</b>		1921,50	1825,50	1460,50	1804,00	1443,00
<b>Traveller's driver</b>		1572,00	1493,50	1195,00	1476,00	1181,00
<b>Watchman or caretaker, whose ordinary</b>						
(a)	less than 60 hours per week	1634,50	1553,00	1242,50	1534,50	1227,50
(b)	60 hours per week	1716,50	1630,50	1304,50	1611,50	1289,00

**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.**