

**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**  
**01 SEPTEMBER 2023 TO 31 AUGUST 2024**

<b>WAGES</b>		<b>GROUP B (i.e. employees NOT 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 p/w)</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 p/w)</b>	<b>New Ees on Incentivised Scheme Effective 1 Sept 2023 = 80%</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	3219,50	3058,50	2447,00	3022,50	2418,00
(b)	Learner					
	First year					
	First six months of experience	1802,00	1712,00	1369,50	1692,00	1353,50
	Second six months of experience	1990,00	1890,50	1512,50	1868,50	1495,00
	Second year					
	First six months of experience	2180,00	2071,00	1657,00	2046,50	1637,00
	Second six months of experience	2380,00	2261,00	1809,00	2234,50	1787,50
	Third year					
	First six months of experience	2595,00	2465,50	1972,50	2436,50	1949,00
	Next four months of experience	2801,50	2661,50	2129,00	2630,00	2104,00
	Thereafter, the wage specified in (a), i.e.	3219,50	3058,50	2447,00	3022,50	2418,00
<b>Pattern Grader</b>						
(a)	Qualified	2597,00	2467,00	1973,50	2438,00	1950,50
(b)	Learner					
	First year					
	First six months of experience	1698,50	1613,50	1291,00	1594,50	1275,50
	Second six months of experience	1802,00	1712,00	1369,50	1692,00	1353,50
	Second year					
	First six months of experience	1913,00	1817,50	1454,00	1796,00	1437,00
	Second six months of experience	2047,00	1944,50	1555,50	1921,50	1537,00
	Third year					
	First six months of experience	2180,00	2071,00	1657,00	2046,50	1637,00
	Next four months of experience	2321,00	2205,00	1764,00	2179,00	1743,00
	Thereafter, the wage specified in (a), i.e.	2597,00	2467,00	1973,50	2438,00	1950,50
<b>Football Jersey Cutter</b>						
(a)	Qualified	1806,00	1715,50	1372,50	1695,50	1356,50
(b)	Learner					
	First year					
	First six months of experience	1354,00	1286,50	1080,35	1271,50	1067,65
	Second six months of experience	1436,00	1364,00	1091,00	1348,00	1078,50
	Second year					
	First six months of experience	1513,00	1437,50	1150,00	1420,50	1136,50
	Second six months of experience	1594,50	1515,00	1212,00	1497,00	1197,50
	Third year					
	First four months of experience	1670,00	1586,50	1269,00	1568,00	1254,50
	Thereafter, the wage specified in (a), i.e.	1806,00	1715,50	1372,50	1695,50	1356,50

**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**  
**01 SEPTEMBER 2023 TO 31 AUGUST 2024**

WAGES		GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)				
DESCRIPTION		Western Cape Knitting Wage Rate per week from 1 Sept 2023 to 31 Aug 2024	Wage per week from 1 Sept 2023 to 31 Aug 2024 (Based on 42.5hrs p/w)	New Ees on Incentivised Scheme Effective 1 Sept 2023 = 80%	Wage per week from 1 Sept 2023 to 31 Aug 2024 (Based on 42hrs p/w)	New Ees on Incentivised Scheme Effective 1 Sept 2023 = 80%
<b>Layer-up</b>						
(a)	Qualified	1556,00	1478,00	1182,50	1460,50	1168,50
(b)	Learner					
	First year					
	First six months of experience	1311,00	1245,50	1080,35	1231,00	1067,65
	Second six months of experience	1354,00	1286,50	1080,35	1271,50	1067,65
	Second year					
	First six months of experience	1417,00	1346,00	1080,35	1330,00	1067,65
	Thereafter, the wage specified in (a), i.e.	1556,00	1478,00	1182,50	1460,50	1168,50
<b>Part B - Factory Operatives</b>						
<b>Grade A employee:</b>						
(a)	Qualified	1990,00	1890,50	1512,50	1868,50	1495,00
(b)	Learner					
	First year					
	First six months of experience	1400,50	1330,50	1080,35	1315,00	1067,65
	Second six months of experience	1511,00	1435,50	1148,50	1418,50	1135,00
	Second year					
	First six months of experience	1613,00	1532,50	1226,00	1514,50	1211,50
	Second six months of experience	1698,50	1613,50	1291,00	1594,50	1275,50
	Third year					
	First four months of experience	1806,00	1715,50	1372,50	1695,50	1356,50
	Thereafter, the wage specified in (a), i.e.	1990,00	1890,50	1512,50	1868,50	1495,00
<b>Grade B employee:</b>						
(a)	Qualified	1701,00	1616,00	1293,00	1597,00	1277,50
(b)	Learner					
	First year					
	First six months of experience	1382,00	1313,00	1080,35	1297,50	1067,65
	Second six months of experience	1452,50	1380,00	1104,00	1364,00	1091,00
	Second year					
	First six months of experience	1526,00	1449,50	1159,50	1432,50	1146,00
	Thereafter, the wage specified in (a), i.e.	1701,00	1616,00	1293,00	1597,00	1277,50
(c)	If advanced to Grade A employee:					
	First six months from date of advancement	1701,00	1616,00	1293,00	1597,00	1277,50
	Second six months from date of advancement	1752,50	1665,00	1332,00	1645,50	1316,50
	Third six months from date of advancement	1806,00	1715,50	1372,50	1695,50	1356,50
	Thereafter, the wage specified for a qualified	1990,00	1890,50	1512,50	1868,50	1495,00
<b>Grade C employee:</b>						
(a)	Qualified	1511,00	1435,50	1148,50	1418,50	1135,00

**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**  
**01 SEPTEMBER 2023 TO 31 AUGUST 2024**

<b>WAGES</b>		<b>GROUP B (i.e. employees NOT 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 p/w)</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 p/w)</b>	<b>New Ees on Incentivised Scheme Effective 1 Sept 2023 = 80%</b>
(b)	Learner					
	First year					
	First six months of experience	1353,00	1285,50	1080,35	1270,50	1067,65
	Second six months of experience	1392,00	1322,50	1080,35	1307,00	1067,65
	Thereafter, the wage specified in (a), i.e.	1511,00	1435,50	1148,50	1418,50	1135,00
(c)	If advanced to Grade B employee:					
	First six months from date of advancement	1511,00	1435,50	1148,50	1418,50	1135,00
	Second six months from date of advancement	1526,00	1449,50	1159,50	1432,50	1146,00
	Thereafter, the wage specified for a qualified	1701,00	1616,00	1293,00	1597,00	1277,50
<b>Part C - Clerical employees</b>						
<b>Clerk</b>						
(a)	Qualified	2193,50	2084,00	1667,00	2059,50	1647,50
(b)	Learner					
	First year	1617,00	1536,00	1229,00	1518,00	1214,50
	Second year	1759,00	1671,00	1337,00	1651,50	1321,00
	Third year					
	First four months of experience	1923,00	1827,00	1461,50	1805,50	1444,50
	Thereafter, the wage specified in (a), i.e.	2193,50	2084,00	1667,00	2059,50	1647,50
<b>Factory Clerk</b>						
(a)	Qualified	1646,50	1564,00	1251,00	1545,50	1236,50
(b)	Learner					
	First year	1311,00	1245,50	1080,35	1231,00	1067,65
	Second year	1397,50	1327,50	1080,35	1312,00	1067,65
	Third year					
	First four months of experience	1511,00	1435,50	1148,50	1418,50	1135,00
	Thereafter, the wage specified in (a), i.e.	1646,50	1564,00	1251,00	1545,50	1236,50
<b>Part D - General</b>						
<b>Boiler attendant</b>		1564,00	1486,00	1189,00	1468,50	1175,00
<b>Despatch packer</b>		1613,00	1532,50	1226,00	1514,50	1211,50
<b>General Worker</b>		1511,00	1435,50	1148,50	1418,50	1135,00
<b>Labourer</b>		1526,00	1449,50	1159,50	1432,50	1146,00
<b>Motor vehicle driver of a vehicle, the unladen</b>						
(a)	does not exceed 1 360 kg	1613,00	1532,50	1226,00	1514,50	1211,50
(b)	exceeds 1 360 but not 2 720 kg	1675,00	1591,50	1273,00	1573,00	1258,50
(c)	exceeds 2 720 kg	1913,00	1817,50	1454,00	1796,00	1437,00
<b>Supervisor, quality controller and instructor</b>		2047,00	1944,50	1555,50	1921,50	1537,00
<b>Traveller's driver</b>		1675,00	1591,50	1273,00	1573,00	1258,50
<b>Watchman or caretaker, whose ordinary hours of</b>						

**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  
 01 SEPTEMBER 2023 TO 31 AUGUST 2024**

<b>WAGES</b>		<b>GROUP B (i.e. employees NOT 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 p/w)</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 p/w)</b>	<b>New Ees on Incentivised Scheme Effective 1 Sept 2023 = 80%</b>
(a)	less than 60 hours per week	1741,50	1654,50	1323,50	1635,00	1308,00
(b)	60 hours per week	1829,00	1737,50	1390,00	1717,00	1373,50
<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>						