

**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 1 SEPTEMBER 2022 TO 31 AUGUST 2023**

4.	WAGE SCHEDULE	GROUP A (i.e. employees on the 0.5% Productivity Incentive)					
DESCRIPTION	Wage per week from 1 Sept 2021 - 31 August 2022	Across the Board Increase 7%	Wage per week from 1 September 2022 - 31 August 2023	Plus "2001 Allowance"	Wage per week from 1 September 2022 - 31 August 2023	New Employees on Incentivised Scheme Effective 1 September 2022 = 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	
Part A - Cutting Department							
Pattern Maker:							
(a)	Qualified	2813,50	197,00	3010,50	10,30	3020,80	2408,50
(b)	Learner						
	First year						
	First six months of experience	1575,50	110,50	1686,00	5,86	1691,86	1349,00
	Second six months of experience	1740,00	122,00	1862,00	6,45	1868,45	1489,50
	Second year						
	First six months of experience	1903,00	133,00	2036,00	7,04	2043,04	1629,00
	Second six months of experience	2077,50	145,50	2223,00	7,67	2230,67	1778,50
	Third year						
	First six months of experience	2267,00	158,50	2425,50	8,34	2433,84	1940,50
	Next four months of experience	2445,50	171,00	2616,50	8,99	2625,49	2093,00
	Thereafter, the wage specified in (a), i.e.	2813,50	197,00	3010,50	10,30	3020,80	2408,50
Pattern Grader							
(a)	Qualified	2269,00	159,00	2428,00	8,35	2436,35	1942,50
(b)	Learner						
	First year						
	First six months of experience	1480,50	103,50	1584,00	5,52	1589,52	1267,00
	Second six months of experience	1575,50	110,50	1686,00	5,86	1691,86	1349,00
	Second year						
	First six months of experience	1667,50	116,50	1784,00	6,20	1790,20	1427,00
	Second six months of experience	1787,50	125,00	1912,50	6,62	1919,12	1530,00
	Third year						
	First six months of experience	1903,00	133,00	2036,00	7,04	2043,04	1629,00
	Next four months of experience	2026,00	142,00	2168,00	7,48	2175,48	1734,50
	Thereafter, the wage specified in (a), i.e.	2269,00	159,00	2428,00	8,35	2436,35	1942,50
Football Jersey Cutter							
(a)	Qualified	1577,00	110,50	1687,50	5,87	1693,37	1350,00
(b)	Learner						
	First year						
	First six months of experience	1184,00	83,00	1267,00	4,46	1271,46	1013,50

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	Second six months of experience	1255,50	88,00	1343,50	4,71	1348,21	1075,00
	Second year						
	First six months of experience	1320,00	92,50	1412,50	4,95	1417,45	1130,00
	Second six months of experience	1390,50	97,50	1488,00	5,20	1493,20	1190,50
	Third year						
	First four months of experience	1459,50	102,00	1561,50	5,44	1566,94	1249,00
	Thereafter, the wage specified in (a), i.e.	1577,00	110,50	1687,50	5,87	1693,37	1350,00
Layer-up							
(a)	Qualified	1360,00	95,00	1455,00	5,09	1460,09	1164,00
(b)	Learner						
	First year						
	First six months of experience	1144,50	80,00	1224,50	4,32	1228,82	985,50
	Second six months of experience	1184,00	83,00	1267,00	4,46	1271,46	1013,50
	Second year						
	First six months of experience	1237,00	86,50	1323,50	4,65	1328,15	1059,00
	Thereafter, the wage specified in (a), i.e.	1360,00	95,00	1455,00	5,09	1460,09	1164,00
Part B - Factory Operatives							
Grade A employee:							
(a)	Qualified	1740,00	122,00	1862,00	6,45	1868,45	1489,50
(b)	Learner						
	First year						
	First six months of experience	1224,50	85,50	1310,00	4,60	1314,60	1048,00
	Second six months of experience	1319,00	92,50	1411,50	4,94	1416,44	1129,00
	Second year						
	First six months of experience	1410,00	98,50	1508,50	5,26	1513,76	1207,00
	Second six months of experience	1480,50	103,50	1584,00	5,52	1589,52	1267,00
	Third year						
	First four months of experience	1577,00	110,50	1687,50	5,87	1693,37	1350,00
	Thereafter, the wage specified in (a), i.e.	1740,00	122,00	1862,00	6,45	1868,45	1489,50
Grade B employee:							
(a)	Qualified	1486,50	104,00	1590,50	5,54	1596,04	1272,50
(b)	Learner						

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	First year						
	First six months of experience	1206,00	84,50	1290,50	4,53	1295,03	1032,50
	Second six months of experience	1269,00	89,00	1358,00	4,76	1362,76	1086,50
	Second year						
	First six months of experience	1333,00	93,50	1426,50	4,99	1431,49	1141,00
	Thereafter, the wage specified in (a), i.e.	1486,50	104,00	1590,50	5,54	1596,04	1272,50
(c)	If advanced to Grade A employee:						
	First six months from date of advancement	1486,50	104,00	1590,50	5,54	1596,04	1272,50
	Second six months from date of advancement	1530,50	107,00	1637,50	5,70	1643,20	1310,00
	Third six months from date of advancement	1577,00	110,50	1687,50	5,87	1693,37	1350,00
	Thereafter, the wage specified for a qualified Grade A employee, i.e.	1740,00	122,00	1862,00	6,45	1868,45	1489,50
Grade C employee:							
(a)	Qualified	1319,00	92,50	1411,50	4,94	1416,44	1129,00
(b)	Learner						
	First year						
	First six months of experience	1182,00	82,50	1264,50	4,45	1268,95	1011,50
	Second six months of experience	1215,50	85,00	1300,50	4,57	1305,07	1040,50
	Thereafter, the wage specified in (a), i.e.	1319,00	92,50	1411,50	4,94	1416,44	1129,00
(c)	If advanced to Grade B employee:						
	First six months from date of advancement	1319,00	92,50	1411,50	4,94	1416,44	1129,00
	Next six months from date of advancement	1333,00	93,50	1426,50	4,99	1431,49	1141,00
	Thereafter, the wage specified for a qualified Grade B employee, i.e.	1486,50	104,00	1590,50	5,54	1596,04	1272,50
Part C - Clerical employees							
Clerk							
(a)	Qualified	1914,50	134,00	2048,50	7,09	2055,59	1639,00
(b)	Learner						

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	First year	1414,00	99,00	1513,00	5,28	1518,28	1210,50
	Second year	1536,00	107,50	1643,50	5,72	1649,22	1315,00
	Third year						
	First four months of experience	1679,00	117,50	1796,50	6,23	1802,73	1437,00
	Thereafter, the wage specified in (a), i.e.	1914,50	134,00	2048,50	7,09	2055,59	1639,00
Factory Clerk							
(a)	Qualified	1436,50	100,50	1537,00	5,37	1542,37	1229,50
(b)	Learner						
	First year	1144,50	80,00	1224,50	4,32	1228,82	985,50
	Second year	1219,50	85,50	1305,00	4,59	1309,59	1044,00
	Third year						
	First four months of experience	1319,00	92,50	1411,50	4,94	1416,44	1129,00
	Thereafter, the wage specified in (a), i.e.	1436,50	100,50	1537,00	5,37	1542,37	1229,50
Part D - General							
	Boiler attendant	1364,50	95,50	1460,00	5,11	1465,11	1168,00
	Despatch packer	1410,00	98,50	1508,50	5,26	1513,76	1207,00
	General Worker	1319,00	92,50	1411,50	4,94	1416,44	1129,00
	Labourer	1333,00	93,50	1426,50	4,99	1431,49	1141,00
Motor vehicle driver of a vehicle, the unladen							
(a)	does not exceed 1 360 kg	1410,00	98,50	1508,50	5,26	1513,76	1207,00
(b)	exceeds 1 360 but not 2 720 kg	1463,50	102,50	1566,00	5,46	1571,46	1253,00
(c)	exceeds 2 720 kg	1667,50	116,50	1784,00	6,20	1790,20	1427,00
	Supervisor, quality controller and instructor	1787,50	125,00	1912,50	6,62	1919,12	1530,00
	Traveller's driver	1463,50	102,50	1566,00	5,46	1571,46	1253,00
Watchman or caretaker, whose ordinary							
(a)	less than 60 hours per week	1521,00	106,50	1627,50	5,67	1633,17	1302,00
(b)	60 hours per week	1596,00	111,50	1707,50	5,94	1713,44	1366,00

NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with effect from 1