

**NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY (CAPE CHAMBER)
KNITTING DIVISION AGREEMENT - GARMENT KNITTING SECTOR ONLY
FOR THE PERIOD 1 SEPTEMBER 2023 TO 31 AUGUST 2024**

4.	WAGE SCHEDULE	GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)					
DESCRIPTION	Wage per week from 1 Sept 2022 - 31 Aug 2023	Across the Board Increase (Based on 2022/23 Rand Value)	Wage per week from 1 Sept 2023 - 31 Aug 2024	Plus "2001 Allowance"	Wage per week from 1 Sept 2023 - 31 Aug 2024	New Employees 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)	
	R	R	R	R	R	R	
Part A - Cutting Department							
Pattern Maker:							
(a)	Qualified	3010,50	197,00	3207,50	10,30	3217,80	2566,00
(b)	Learner						
	First year						
	First six months of experience	1686,00	110,50	1796,50	5,86	1802,36	1437,00
	Second six months of experience	1862,00	122,00	1984,00	6,45	1990,45	1587,00
	Second year						
	First six months of experience	2036,00	133,00	2169,00	7,04	2176,04	1735,00
	Second six months of experience	2223,00	145,50	2368,50	7,67	2376,17	1895,00
	Third year						
	First six months of experience	2425,50	158,50	2584,00	8,34	2592,34	2067,00
	Next four months of experience	2616,50	171,00	2787,50	8,99	2796,49	2230,00
	Thereafter, the wage specified in (a),	3010,50	197,00	3207,50	10,30	3217,80	2566,00
Pattern Grader							
(a)	Qualified	2428,00	159,00	2587,00	8,35	2595,35	2069,50
(b)	Learner						
	First year						
	First six months of experience	1584,00	103,50	1687,50	5,52	1693,02	1350,00
	Second six months of experience	1686,00	110,50	1796,50	5,86	1802,36	1437,00
	Second year						
	First six months of experience	1784,00	116,50	1900,50	6,20	1906,70	1520,50
	Second six months of experience	1912,50	125,00	2037,50	6,62	2044,12	1630,00
	Third year						
	First six months of experience	2036,00	133,00	2169,00	7,04	2176,04	1735,00
	Next four months of experience	2168,00	142,00	2310,00	7,48	2317,48	1848,00
	Thereafter, the wage specified in (a),	2428,00	159,00	2587,00	8,35	2595,35	2069,50
Football Jersey Cutter							
(a)	Qualified	1687,50	110,50	1798,00	5,87	1803,87	1438,50
(b)	Learner						
	First year						
	First six months of experience	1267,00	83,00	1350,00	4,46	1354,46	1080,35
	Second six months of experience	1343,50	88,00	1431,50	4,71	1436,21	1145,00
	Second year						
	First six months of experience	1412,50	92,50	1505,00	4,95	1509,95	1204,00
	Second six months of experience	1488,00	97,50	1585,50	5,20	1590,70	1268,50
	Third year						
	First four months of experience	1561,50	102,00	1663,50	5,44	1668,94	1331,00
	Thereafter, the wage specified in (a),	1687,50	110,50	1798,00	5,87	1803,87	1438,50
Layer-up							
(a)	Qualified	1455,00	95,00	1550,00	5,09	1555,09	1240,00
(b)	Learner						
	First year						
	First six months of experience	1224,50	80,00	1304,50	4,32	1308,82	1080,35
	Second six months of experience	1267,00	83,00	1350,00	4,46	1354,46	1080,35

**NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY (CAPE CHAMBER)
KNITTING DIVISION AGREEMENT - GARMENT KNITTING SECTOR ONLY
FOR THE PERIOD 1 SEPTEMBER 2023 TO 31 AUGUST 2024**

DESCRIPTION		Wage per week from 1 Sept 2022 - 31 Aug 2023	Across the Board Increase (Based on 2022/23 Rand Value)	Wage per week from 1 Sept 2023 - 31 Aug 2024	Plus "2001 Allowance"	Wage per week from 1 Sept 2023 - 31 Aug 2024	New Employees 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)
	Second year						
	First six months of experience	1323,50	86,50	1410,00	4,65	1414,65	1128,00
	Thereafter, the wage specified in (a),	1455,00	95,00	1550,00	5,09	1555,09	1240,00
Part B - Factory Operatives							
Grade A employee:							
(a)	Qualified	1862,00	122,00	1984,00	6,45	1990,45	1587,00
(b)	Learner						
	First year						
	First six months of experience	1310,00	85,50	1395,50	4,60	1400,10	1116,50
	Second six months of experience	1411,50	92,50	1504,00	4,94	1508,94	1203,00
	Second year						
	First six months of experience	1508,50	98,50	1607,00	5,26	1612,26	1285,50
	Second six months of experience	1584,00	103,50	1687,50	5,52	1693,02	1350,00
	Third year						
	First four months of experience	1687,50	110,50	1798,00	5,87	1803,87	1438,50
	Thereafter, the wage specified in (a), i.e.	1862,00	122,00	1984,00	6,45	1990,45	1587,00
Grade B employee:							
(a)	Qualified	1590,50	104,00	1694,50	5,54	1700,04	1355,50
(b)	Learner						
	First year						
	First six months of experience	1290,50	84,50	1375,00	4,53	1379,53	1100,00
	Second six months of experience	1358,00	89,00	1447,00	4,76	1451,76	1157,50
	Second year						
	First six months of experience	1426,50	93,50	1520,00	4,99	1524,99	1216,00
	Thereafter, the wage specified in (a), i.e.	1590,50	104,00	1694,50	5,54	1700,04	1355,50
(c)	If advanced to Grade A employee:						
	First six months from date of advancement	1590,50	104,00	1694,50	5,54	1700,04	1355,50
	Second six months from date of advancement	1637,50	107,00	1744,50	5,70	1750,20	1395,50
	Third six months from date of advancement	1687,50	110,50	1798,00	5,87	1803,87	1438,50
	Thereafter, the wage specified for a qualified Grade A employee, i.e.	1862,00	122,00	1984,00	6,45	1990,45	1587,00
Grade C employee:							
(a)	Qualified	1411,50	92,50	1504,00	4,94	1508,94	1203,00
(b)	Learner						
	First year						
	First six months of experience	1264,50	82,50	1347,00	4,45	1351,45	1080,35
	Second six months of experience	1300,50	85,00	1385,50	4,57	1390,07	1108,50
	Thereafter, the wage specified in (a), i.e.	1411,50	92,50	1504,00	4,94	1508,94	1203,00
(c)	If advanced to Grade B employee:						

**NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY (CAPE CHAMBER)
KNITTING DIVISION AGREEMENT - GARMENT KNITTING SECTOR ONLY
FOR THE PERIOD 1 SEPTEMBER 2023 TO 31 AUGUST 2024**

DESCRIPTION			Wage per week from 1 Sept 2022 - 31 Aug 2023	Across the Board Increase (Based on 2022/23 Rand Value)	Wage per week from 1 Sept 2023 - 31 Aug 2024	Plus "2001 Allowance"	Wage per week from 1 Sept 2023 - 31 Aug 2024	New Employees 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)
		First six months from date of advancement	1411,50	92,50	1504,00	4,94	1508,94	1203,00
		Next six months from date of advancement	1426,50	93,50	1520,00	4,99	1524,99	1216,00
		Thereafter, the wage specified for a qualified Grade B employee, i.e.	1590,50	104,00	1694,50	5,54	1700,04	1355,50
Part C - Clerical employees								
Clerk								
	(a)	Qualified	2048,50	134,00	2182,50	7,09	2189,59	1746,00
	(b)	Learner						
		First year	1513,00	99,00	1612,00	5,28	1617,28	1289,50
		Second year	1643,50	107,50	1751,00	5,72	1756,72	1401,00
		Third year						
		First four months of experience	1796,50	117,50	1914,00	6,23	1920,23	1531,00
		Thereafter, the wage specified in (a), i.e.	2048,50	134,00	2182,50	7,09	2189,59	1746,00
Factory Clerk								
	(a)	Qualified	1537,00	100,50	1637,50	5,37	1642,87	1310,00
	(b)	Learner						
		First year	1224,50	80,00	1304,50	4,32	1308,82	1080,35
		Second year	1305,00	85,50	1390,50	4,59	1395,09	1112,50
		Third year						
		First four months of experience	1411,50	92,50	1504,00	4,94	1508,94	1203,00
		Thereafter, the wage specified in (a), i.e.	1537,00	100,50	1637,50	5,37	1642,87	1310,00
Part D - General								
Boiler attendant			1460,00	95,50	1555,50	5,11	1560,61	1244,50
Despatch packer			1508,50	98,50	1607,00	5,26	1612,26	1285,50
General Worker			1411,50	92,50	1504,00	4,94	1508,94	1203,00
Labourer			1426,50	93,50	1520,00	4,99	1524,99	1216,00
Motor vehicle driver of a vehicle, the unladen								
	(a)	does not exceed 1 360 kg	1508,50	98,50	1607,00	5,26	1612,26	1285,50
	(b)	exceeds 1 360 but not 2 720 kg	1566,00	102,50	1668,50	5,46	1673,96	1335,00
	(c)	exceeds 2 720 kg	1784,00	116,50	1900,50	6,20	1906,70	1520,50
Supervisor, quality controller and instructor			1912,50	125,00	2037,50	6,62	2044,12	1630,00
Traveller's driver			1566,00	102,50	1668,50	5,46	1673,96	1335,00
Watchman or caretaker, whose ordinary								
	(a)	less than 60 hours per week	1627,50	106,50	1734,00	5,67	1739,67	1387,00
	(b)	60 hours per week	1707,50	111,50	1819,00	5,94	1824,94	1455,00
NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with effect from 1 September 2023, increase the Weekly Wage for those employees by the agreed Wage Increase based on 2022/23 Rand Value, Across-the-Board.								