

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.		WAGES	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)							
		DESCRIPTION	Wage per week from 1 Mar 2021 to 31 Aug 2021	4,20%	Wage per week from 1 September 2021 to 31 Aug 2022	Across the Board Increase 7%	Wage per week from 1 September 2022 to 31 Aug 2023	Plus "2001 Allowance" (*See note above)	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
Part A - Cutting Department										
Pattern Maker:										
	(a)	Qualified	2710,50	114,00	2824,50	197,50	3022,00	10,30	3032,30	2417,50
	(b)	Learner								
		First year								
		First six months of experience	1517,50	63,50	1581,00	110,50	1691,50	5,86	1697,36	1353,00
		Second six months of experience	1675,50	70,50	1746,00	122,00	1868,00	6,45	1874,45	1494,50
		Second year								
		First six months of experience	1835,00	77,00	1912,00	134,00	2046,00	7,04	2053,04	1637,00
		Second six months of experience	2004,00	84,00	2088,00	146,00	2234,00	7,67	2241,67	1787,00
		Third year								
		First six months of experience	2184,50	91,50	2276,00	159,50	2435,50	8,34	2443,84	1948,50
		Next four months of experience	2358,50	99,00	2457,50	172,00	2629,50	8,99	2638,49	2103,50
		Thereafter, the wage specified in (a), i.e.	2710,50	114,00	2824,50	197,50	3022,00	10,30	3032,30	2417,50
Pattern Grader										
	(a)	Qualified	2186,00	92,00	2278,00	159,50	2437,50	8,35	2445,85	1950,00
	(b)	Learner								
		First year								
		First six months of experience	1429,50	60,00	1489,50	104,50	1594,00	5,52	1599,52	1275,00
		Second six months of experience	1517,50	63,50	1581,00	110,50	1691,50	5,86	1697,36	1353,00
		Second year								
		First six months of experience	1610,50	67,50	1678,00	117,50	1795,50	6,20	1801,70	1436,50
		Second six months of experience	1723,50	72,50	1796,00	125,50	1921,50	6,62	1928,12	1537,00
		Third year								
		First six months of experience	1835,00	77,00	1912,00	134,00	2046,00	7,04	2053,04	1637,00
		Next four months of experience	1954,00	82,00	2036,00	142,50	2178,50	7,48	2185,98	1743,00
		Thereafter, the wage specified in (a), i.e.	2186,00	92,00	2278,00	159,50	2437,50	8,35	2445,85	1950,00
Football Jersey Cutter										
	(a)	Qualified	1520,00	64,00	1584,00	111,00	1695,00	5,87	1700,87	1356,00
	(b)	Learner								
		First year								
		First six months of experience	1140,00	48,00	1188,00	83,00	1271,00	4,46	1275,46	1017,00
		Second six months of experience	1209,00	51,00	1260,00	88,00	1348,00	4,71	1352,71	1078,50
		Second year								
		First six months of experience	1273,50	53,50	1327,00	93,00	1420,00	4,95	1424,95	1136,00
		Second six months of experience	1342,00	56,50	1398,50	98,00	1496,50	5,20	1501,70	1197,00
		Third year								
		First four months of experience	1406,00	59,00	1465,00	102,50	1567,50	5,44	1572,94	1254,00
		Thereafter, the wage specified in (a), i.e.	1520,00	64,00	1584,00	111,00	1695,00	5,87	1700,87	1356,00
Layer-up										
	(a)	Qualified	1310,00	55,00	1365,00	95,50	1460,50	5,09	1465,59	1168,50
	(b)	Learner								
		First year								
		First six months of experience	1103,50	46,50	1150,00	80,50	1230,50	4,32	1234,82	985,50
		Second six months of experience	1140,00	48,00	1188,00	83,00	1271,00	4,46	1275,46	1017,00
		Second year								
		First six months of experience	1193,00	50,00	1243,00	87,00	1330,00	4,65	1334,65	1064,00
		Thereafter, the wage specified in (a), i.e.	1310,00	55,00	1365,00	95,50	1460,50	5,09	1465,59	1168,50
Part B - Factory Operatives										
Grade A employee:										
	(a)	Qualified	1675,50	70,50	1746,00	122,00	1868,00	6,45	1874,45	1494,50
	(b)	Learner								
		First year								
		First six months of experience	1179,00	49,50	1228,50	86,00	1314,50	4,60	1319,10	1051,50
		Second six months of experience	1271,50	53,50	1325,00	93,00	1418,00	4,94	1422,94	1134,50
		Second year								
		First six months of experience	1358,00	57,00	1415,00	99,00	1514,00	5,26	1519,26	1211,00

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Second six months of experience	1429,50	60,00	1489,50	104,50	1594,00	5,52	1599,52	1275,00
Third year								
First four months of experience	1520,00	64,00	1584,00	111,00	1695,00	5,87	1700,87	1356,00
Thereafter, the wage specified in (a), i.e.	1675,50	70,50	1746,00	122,00	1868,00	6,45	1874,45	1494,50
Grade B employee:								
(a) Qualified	1432,00	60,00	1492,00	104,50	1596,50	5,54	1602,04	1277,00
(b) Learner								
First year								
First six months of experience	1163,00	49,00	1212,00	85,00	1297,00	4,53	1301,53	1037,50
Second six months of experience	1223,00	51,50	1274,50	89,00	1363,50	4,76	1368,26	1091,00
Second year								
First six months of experience	1285,00	54,00	1339,00	93,50	1432,50	4,99	1437,49	1146,00
Thereafter, the wage specified in (a), i.e.	1432,00	60,00	1492,00	104,50	1596,50	5,54	1602,04	1277,00
(c) If advanced to Grade A employee:								
First six months from date of advancement	1432,00	60,00	1492,00	104,50	1596,50	5,54	1602,04	1277,00
Second six months from date of	1475,50	62,00	1537,50	107,50	1645,00	5,70	1650,70	1316,00
Third six months from date of advancement	1520,00	64,00	1584,00	111,00	1695,00	5,87	1700,87	1356,00
Thereafter, the wage specified for a	1675,50	70,50	1746,00	122,00	1868,00	6,45	1874,45	1494,50
Grade C employee:								
(a) Qualified	1271,50	53,50	1325,00	93,00	1418,00	4,94	1422,94	1134,50
(b) Learner								
First year								
First six months of experience	1139,00	48,00	1187,00	83,00	1270,00	4,45	1274,45	1016,00
Second six months of experience	1172,00	49,00	1221,00	85,50	1306,50	4,57	1311,07	1045,00
Thereafter, the wage specified in (a), i.e.	1271,50	53,50	1325,00	93,00	1418,00	4,94	1422,94	1134,50
(c) If advanced to Grade B employee:								
First six months from date of advancement	1271,50	53,50	1325,00	93,00	1418,00	4,94	1422,94	1134,50
Next six months from date of advancement	1285,00	54,00	1339,00	93,50	1432,50	4,99	1437,49	1146,00
Thereafter, the wage specified for a	1432,00	60,00	1492,00	104,50	1596,50	5,54	1602,04	1277,00
Part C - Clerical employees								
Clerk								
(a) Qualified	1847,00	77,50	1924,50	134,50	2059,00	7,09	2066,09	1647,00
(b) Learner								
First year	1361,00	57,00	1418,00	99,50	1517,50	5,28	1522,78	1214,00
Second year	1481,00	62,00	1543,00	108,00	1651,00	5,72	1656,72	1321,00
Third year								
First four months of experience	1619,00	68,00	1687,00	118,00	1805,00	6,23	1811,23	1444,00
Thereafter, the wage specified in (a), i.e.	1847,00	77,50	1924,50	134,50	2059,00	7,09	2066,09	1647,00
Factory Clerk								
(a) Qualified	1386,50	58,00	1444,50	101,00	1545,50	5,37	1550,87	1236,50
(b) Learner								
First year	1103,50	46,50	1150,00	80,50	1230,50	4,32	1234,82	985,50
Second year	1176,00	49,50	1225,50	86,00	1311,50	4,59	1316,09	1049,00
Third year								
First four months of experience	1271,50	53,50	1325,00	93,00	1418,00	4,94	1422,94	1134,50
Thereafter, the wage specified in (a), i.e.	1386,50	58,00	1444,50	101,00	1545,50	5,37	1550,87	1236,50
- General								
Boiler attendant	1316,50	55,50	1372,00	96,00	1468,00	5,11	1473,11	1174,50
Despatch packer	1358,00	57,00	1415,00	99,00	1514,00	5,26	1519,26	1211,00
General Worker	1271,50	53,50	1325,00	93,00	1418,00	4,94	1422,94	1134,50
Labourer	1285,00	54,00	1339,00	93,50	1432,50	4,99	1437,49	1146,00
Motor vehicle driver of a vehicle, the unladen mass of which, together with the unladen mass of any trailer or trailers drawn by such vehicle -								
(a) does not exceed 1 360 kg	1358,00	57,00	1415,00	99,00	1514,00	5,26	1519,26	1211,00
(b) exceeds 1 360 but not 2 720 kg	1410,00	59,00	1469,00	103,00	1572,00	5,46	1577,46	1257,50
(c) exceeds 2 720 kg	1610,50	67,50	1678,00	117,50	1795,50	6,20	1801,70	1436,50
Supervisor, quality controller and instructor	1723,50	72,50	1796,00	125,50	1921,50	6,62	1928,12	1537,00
Traveller's driver	1410,00	59,00	1469,00	103,00	1572,00	5,46	1577,46	1257,50
Watchman or caretaker, whose ordinary hours of								
(a) less than 60 hours per week	1466,00	61,50	1527,50	107,00	1634,50	5,67	1640,17	1307,50

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(b) 60 hours per week	1539,50	64,50	1604,00	112,50	1716,50	5,94	1722,44	1373,00

NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with effect from 1 September 2022, Increase the Weekly Wage for those employees by the agreed Wage Increase based on 7%, Across-the-Board.