

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

WAGES			GROUP B (i.e employees NOT on the 0,5% Productivity Incentive Scheme)				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)	
			Wage per week from 1 Sept 2022 to 31 Aug 2023	Across the Board Increase (Based on 2022/23 Rand Value)	Wage per week from 1 Sept 2023 to 31 Aug 2024	Plus "2001 Allowance" (*See note above)		Wage per week from 1 Sept 2023 - 31 Aug 2024
DESCRIPTION			R	R	R	R	R	
<b>Part A - Cutting Department</b>								
Pattern Maker:								
(a)	Qualified		3022,00	197,50	3219,50	10,30	3229,80	2575,50
(b)	Learner							
	First year							
	First six months of experience		1691,50	110,50	1802,00	5,86	1807,86	1441,50
	Second six months of experience		1868,00	122,00	1990,00	6,45	1996,45	1592,00
	Second year							
	First six months of experience		2046,00	134,00	2180,00	7,04	2187,04	1744,00
	Second six months of experience		2234,00	146,00	2380,00	7,67	2387,67	1904,00
	Third year							
	First six months of experience		2435,50	159,50	2595,00	8,34	2603,34	2076,00
	Next four months of experience		2629,50	172,00	2801,50	8,99	2810,49	2241,00
	Thereafter, the wage specified in (a), i.e.		3022,00	197,50	3219,50	10,30	3229,80	2575,50
Pattern Grader								
(a)	Qualified		2437,50	159,50	2597,00	8,35	2605,35	2077,50
(b)	Learner							
	First year							
	First six months of experience		1594,00	104,50	1698,50	5,52	1704,02	1359,00
	Second six months of experience		1691,50	110,50	1802,00	5,86	1807,86	1441,50
	Second year							
	First six months of experience		1795,50	117,50	1913,00	6,20	1919,20	1530,50
	Second six months of experience		1921,50	125,50	2047,00	6,62	2053,62	1637,50
	Third year							
	First six months of experience		2046,00	134,00	2180,00	7,04	2187,04	1744,00
	Next four months of experience		2178,50	142,50	2321,00	7,48	2328,48	1857,00
	Thereafter, the wage specified in (a), i.e.		2437,50	159,50	2597,00	8,35	2605,35	2077,50
Football Jersey Cutter								
(a)	Qualified		1695,00	111,00	1806,00	5,87	1811,87	1445,00
(b)	Learner							
	First year							
	First six months of experience		1271,00	83,00	1354,00	4,46	1358,46	1083,00
	Second six months of experience		1348,00	88,00	1436,00	4,71	1440,71	1149,00
	Second year							
	First six months of experience		1420,00	93,00	1513,00	4,95	1517,95	1210,50
	Second six months of experience		1496,50	98,00	1594,50	5,20	1599,70	1275,50
	Third year							
	First four months of experience		1567,50	102,50	1670,00	5,44	1675,44	1336,00
	Thereafter, the wage specified in (a), i.e.		1695,00	111,00	1806,00	5,87	1811,87	1445,00
Layer-up								
(a)	Qualified		1460,50	95,50	1556,00	5,09	1561,09	1245,00
(b)	Learner							
	First year							
	First six months of experience		1230,50	80,50	1311,00	4,32	1315,32	1080,35
	Second six months of experience		1271,00	83,00	1354,00	4,46	1358,46	1083,00
	Second year							
	First six months of experience		1330,00	87,00	1417,00	4,65	1421,65	1133,50
	Thereafter, the wage specified in (a), i.e.		1460,50	95,50	1556,00	5,09	1561,09	1245,00
<b>Part B - Factory Operatives</b>								
Grade A employee:								
(a)	Qualified		1868,00	122,00	1990,00	6,45	1996,45	1592,00

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(b)	Learner						
	First year						
	First six months of experience	1314,50	86,00	1400,50	4,60	1405,10	1120,50
	Second six months of experience	1418,00	93,00	1511,00	4,94	1515,94	1209,00
	Second year						
	First six months of experience	1514,00	99,00	1613,00	5,26	1618,26	1290,50
	Second six months of experience	1594,00	104,50	1698,50	5,52	1704,02	1359,00
	Third year						
	First four months of experience	1695,00	111,00	1806,00	5,87	1811,87	1445,00
	Thereafter, the wage specified in (a), i.e.	1868,00	122,00	1990,00	6,45	1996,45	1592,00
	Grade B employee:						
(a)	Qualified	1596,50	104,50	1701,00	5,54	1706,54	1361,00
(b)	Learner						
	First year						
	First six months of experience	1297,00	85,00	1382,00	4,53	1386,53	1105,50
	Second six months of experience	1363,50	89,00	1452,50	4,76	1457,26	1162,00
	Second year						
	First six months of experience	1432,50	93,50	1526,00	4,99	1530,99	1221,00
	Thereafter, the wage specified in (a), i.e.	1596,50	104,50	1701,00	5,54	1706,54	1361,00
(c)	If advanced to Grade A employee:						
	First six months from date of advancement	1596,50	104,50	1701,00	5,54	1706,54	1361,00
	Second six months from date of	1645,00	107,50	1752,50	5,70	1758,20	1402,00
	Third six months from date of advancement	1695,00	111,00	1806,00	5,87	1811,87	1445,00
	Thereafter, the wage specified for a qualified	1868,00	122,00	1990,00	6,45	1996,45	1592,00
	Grade C employee:						
(a)	Qualified	1418,00	93,00	1511,00	4,94	1515,94	1209,00
(b)	Learner						
	First year						
	First six months of experience	1270,00	83,00	1353,00	4,45	1357,45	1082,50
	Second six months of experience	1306,50	85,50	1392,00	4,57	1396,57	1113,50
	Thereafter, the wage specified in (a), i.e.	1418,00	93,00	1511,00	4,94	1515,94	1209,00
(c)	If advanced to Grade B employee:						
	First six months from date of advancement	1418,00	93,00	1511,00	4,94	1515,94	1209,00
	Next six months from date of advancement	1432,50	93,50	1526,00	4,99	1530,99	1221,00
	Thereafter, the wage specified for a qualified	1596,50	104,50	1701,00	5,54	1706,54	1361,00
	<b>Part C - Clerical employees</b>						
	Clerk						
(a)	Qualified	2059,00	134,50	2193,50	7,09	2200,59	1755,00
(b)	Learner						
	First year	1517,50	99,50	1617,00	5,28	1622,28	1293,50
	Second year	1651,00	108,00	1759,00	5,72	1764,72	1407,00
	Third year						
	First four months of experience	1805,00	118,00	1923,00	6,23	1929,23	1538,50
	Thereafter, the wage specified in (a), i.e.	2059,00	134,50	2193,50	7,09	2200,59	1755,00
	Factory Clerk						
(a)	Qualified	1545,50	101,00	1646,50	5,37	1651,87	1317,00
(b)	Learner						
	First year	1230,50	80,50	1311,00	4,32	1315,32	1080,35
	Second year	1311,50	86,00	1397,50	4,59	1402,09	1118,00
	Third year						
	First four months of experience	1418,00	93,00	1511,00	4,94	1515,94	1209,00
	Thereafter, the wage specified in (a), i.e.	1545,50	101,00	1646,50	5,37	1651,87	1317,00

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Part D - General						
Boiler attendant	1468,00	96,00	1564,00	5,11	1569,11	1251,00
Despatch packer	1514,00	99,00	1613,00	5,26	1618,26	1290,50
General Worker	1418,00	93,00	1511,00	4,94	1515,94	1209,00
Labourer	1432,50	93,50	1526,00	4,99	1530,99	1221,00
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	1514,00	99,00	1613,00	5,26	1618,26	1290,50
(b) exceeds 1 360 but not 2 720 kg	1572,00	103,00	1675,00	5,46	1680,46	1340,00
(c) exceeds 2 720 kg	1795,50	117,50	1913,00	6,20	1919,20	1530,50
Supervisor, quality controller and instructor	1921,50	125,50	2047,00	6,62	2053,62	1637,50
Traveller's driver	1572,00	103,00	1675,00	5,46	1680,46	1340,00
Watchman or caretaker, whose ordinary hours of work						
(a) less than 60 hours per week	1634,50	107,00	1741,50	5,67	1747,17	1393,00
(b) 60 hours per week	1716,50	112,50	1829,00	5,94	1834,94	1463,00
<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 for those employees by the agreed Wage Increase based on 2022/23 Rand Value, Across-the-Board.</b>						