

**NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY (EASTERN CAPE)  
KNITTING DIVISION AGREEMENT - GARMENT KNITTING SECTOR ONLY  
FOR THE PERIOD 1 SEPTEMBER 2024 TO 31 AUGUST 2025**

WAGES		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)				
		Western Cape Knitting Wage Rate per week from 1 Sept 2024 to 31 Aug 2025	Wage per week from 1 Sept 2024 to 31 Aug 2025 (Based on 42.5hrs per week)	New Ees on Incentivised Scheme Effective 1 Sept 2024 = 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 2024 to 31 Aug 2025 (Based on 42hrs per week)	New Ees on Incentivised Scheme Effective 1 Sept 2024 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
DESCRIPTION		R	R	R	R	R
<b>Part A - Cutting Department</b>						
<b>Pattern Maker</b>						
(a)	Qualified	3 416,00	3 245,00	2 596,00	3 207,00	2 565,50
(b)	Learner					
	First year					
	First six months of experience	1 913,50	1 818,00	1 454,50	1 796,50	1 437,00
	Second six months of experience	2 113,00	2 007,50	1 606,00	1 984,00	1 587,00
	Second year					
	First six months of experience	2 310,00	2 194,50	1 755,50	2 168,50	1 735,00
	Second six months of experience	2 522,50	2 396,50	1 917,00	2 368,50	1 895,00
	Third year					
	First six months of experience	2 752,00	2 614,50	2 091,50	2 583,50	2 067,00
	Next four months of experience	2 968,50	2 820,00	2 256,00	2 787,00	2 229,50
	Thereafter, the wage specified in (a), i.e.	3 416,00	3 245,00	2 596,00	3 207,00	2 565,50
<b>Pattern Grader</b>						
(a)	Qualified	2 755,00	2 617,50	2 094,00	2 586,50	2 069,00
(b)	Learner					
	First year					
	First six months of experience	1 797,00	1 707,00	1 365,50	1 687,00	1 349,50
	Second six months of experience	1 913,50	1 818,00	1 454,50	1 796,50	1 437,00
	Second year					
	First six months of experience	2 024,00	1 923,00	1 538,50	1 900,50	1 520,50
	Second six months of experience	2 170,00	2 061,50	1 649,00	2 037,00	1 629,50
	Third year					
	First six months of experience	2 310,00	2 194,50	1 755,50	2 168,50	1 735,00
	Next four months of experience	2 460,00	2 337,00	1 869,50	2 309,50	1 847,50
	Thereafter, the wage specified in (a), i.e.	2 755,00	2 617,50	2 094,00	2 586,50	2 069,00
<b>Football Jersey Cutter</b>						
(a)	Qualified	1 915,00	1 819,50	1 455,50	1 798,00	1 438,50
(b)	Learner					
	First year					
	First six months of experience	1 438,00	1 366,00	1 172,15	1 350,00	1 158,36
	Second six months of experience	1 524,50	1 448,50	1 172,15	1 431,50	1 158,36
	Second year					
	First six months of experience	1 603,00	1 523,00	1 218,50	1 505,00	1 204,00
	Second six months of experience	1 688,50	1 604,00	1 283,00	1 585,00	1 268,00
	Third year					
	First four months of experience	1 771,50	1 683,00	1 346,50	1 663,00	1 330,50
	Thereafter, the wage specified in (a), i.e.	1 915,00	1 819,50	1 455,50	1 798,00	1 438,50
<b>Layer-up</b>						
(a)	Qualified	1 651,00	1 568,50	1 255,00	1 550,00	1 240,00

**NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY (EASTERN CAPE)  
KNITTING DIVISION AGREEMENT - GARMENT KNITTING SECTOR ONLY  
FOR THE PERIOD 1 SEPTEMBER 2024 TO 31 AUGUST 2025**

DESCRIPTION		Western Cape Knitting Wage Rate per week from 1 Sept 2024 to 31 Aug 2025	Wage per week from 1 Sept 2024 to 31 Aug 2025 (Based on 42.5hrs per week)	New Ees on Incentivised Scheme Effective 1 Sept 2024 = 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 2024 to 31 Aug 2025 (Based on 42hrs per week)	New Ees on Incentivised Scheme Effective 1 Sept 2024 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
		R	R	R	R	R
(b)	Learner					
	First year					
	First six months of experience	1 389,50	1 320,00	1 172,15	1 304,50	1 158,36
	Second six months of experience	1 438,00	1 366,00	1 172,15	1 350,00	1 158,36
	Second year					
	First six months of experience	1 501,50	1 426,50	1 172,15	1 409,50	1 158,36
	Thereafter, the wage specified in (a), i.e.	1 651,00	1 568,50	1 255,00	1 550,00	1 240,00
<b>Part B - Factory Operatives</b>						
<b>Grade A employee</b>						
(a)	Qualified	2 113,00	2 007,50	1 606,00	1 984,00	1 587,00
(b)	Learner					
	First year					
	First six months of experience	1 486,00	1 411,50	1 172,15	1 395,00	1 158,36
	Second six months of experience	1 602,00	1 522,00	1 217,50	1 504,00	1 203,00
	Second year					
	First six months of experience	1 711,50	1 626,00	1 301,00	1 607,00	1 285,50
	Second six months of experience	1 797,00	1 707,00	1 365,50	1 687,00	1 349,50
	Third year					
	First four months of experience	1 915,00	1 819,50	1 455,50	1 798,00	1 438,50
	Thereafter, the wage specified in (a), i.e.	2 113,00	2 007,50	1 606,00	1 984,00	1 587,00
<b>Grade B employee</b>						
(a)	Qualified	1 804,50	1 714,50	1 371,50	1 694,50	1 355,50
(b)	Learner					
	First year					
	First six months of experience	1 464,50	1 391,50	1 172,15	1 375,00	1 158,36
	Second six months of experience	1 541,00	1 464,00	1 172,15	1 447,00	1 158,36
	Second year					
	First six months of experience	1 619,00	1 538,00	1 230,50	1 520,00	1 216,00
	Thereafter, the wage specified in (a), i.e.	1 804,50	1 714,50	1 371,50	1 694,50	1 355,50
(c)	If advanced to Grade A employee:					
	First six months from date of	1 804,50	1 714,50	1 371,50	1 694,50	1 355,50
	Second six months from date of	1 858,00	1 765,00	1 412,00	1 744,00	1 395,00
	Third six months from date of	1 915,00	1 819,50	1 455,50	1 798,00	1 438,50
	Thereafter, the wage specified for a	2 113,00	2 007,50	1 606,00	1 984,00	1 587,00
<b>Grade C employee</b>						
(a)	Qualified	1 602,00	1 522,00	1 217,50	1 504,00	1 203,00
(b)	Learner					
	First year					
	First six months of experience	1 434,50	1 363,00	1 172,15	1 347,00	1 158,36
	Second six months of experience	1 475,50	1 401,50	1 172,15	1 385,00	1 158,36
	Thereafter, the wage specified in (a), i.e.	1 602,00	1 522,00	1 217,50	1 504,00	1 203,00
(c)	If advanced to Grade B employee:					
	First six months from date of	1 602,00	1 522,00	1 217,50	1 504,00	1 203,00

**NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY (EASTERN CAPE)  
KNITTING DIVISION AGREEMENT - GARMENT KNITTING SECTOR ONLY  
FOR THE PERIOD 1 SEPTEMBER 2024 TO 31 AUGUST 2025**

DESCRIPTION		Western Cape Knitting Wage Rate per week from 1 Sept 2024 to 31 Aug 2025	Wage per week from 1 Sept 2024 to 31 Aug 2025 (Based on 42.5hrs per week)	New Ees on Incentivised Scheme Effective 1 Sept 2024 = 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 2024 to 31 Aug 2025 (Based on 42hrs per week)	New Ees on Incentivised Scheme Effective 1 Sept 2024 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
		R	R	R	R	R
	Second six months from date of	1 619,00	1 538,00	1 230,50	1 520,00	1 216,00
	Thereafter, the wage specified for a	1 804,50	1 714,50	1 371,50	1 694,50	1 355,50
<b>Part C - Clerical Employees</b>						
<b>Clerk</b>						
(a)	Qualified	2 324,50	2 208,50	1 767,00	2 182,50	1 746,00
(b)	Learner					
	First year	1 717,00	1 631,00	1 305,00	1 612,00	1 289,50
	Second year	1 865,00	1 772,00	1 417,50	1 751,00	1 401,00
	Third year					
	First four months of experience	2 038,50	1 936,50	1 549,00	1 913,50	1 531,00
	Thereafter, the wage specified in (a), i.e.	2 324,50	2 208,50	1 767,00	2 182,50	1 746,00
<b>Factory Clerk</b>						
(a)	Qualified	1 744,00	1 657,00	1 325,50	1 637,50	1 310,00
(b)	Learner					
	First year	1 389,50	1 320,00	1 172,15	1 304,50	1 158,36
	Second year	1 481,00	1 407,00	1 172,15	1 390,50	1 158,36
	Third year					
	First four months of experience	1 602,00	1 522,00	1 217,50	1 504,00	1 203,00
	Thereafter, the wage specified in (a), i.e.	1 744,00	1 657,00	1 325,50	1 637,50	1 310,00
<b>Part D - General</b>						
	<b>Boiler attendant</b>	1 656,50	1 573,50	1 259,00	1 555,00	1 244,00
	<b>Despatch packer</b>	1 711,50	1 626,00	1 301,00	1 607,00	1 285,50
	<b>General Worker</b>	1 602,00	1 522,00	1 217,50	1 504,00	1 203,00
	<b>Labourer</b>	1 619,00	1 538,00	1 230,50	1 520,00	1 216,00
	<b>Motor vehicle driver of a vehicle, the</b>					
(a)	does not exceed 1 360 kg	1 711,50	1 626,00	1 301,00	1 607,00	1 285,50
(b)	exceeds 1 360 but not 2 720 kg	1 777,00	1 688,00	1 350,50	1 668,00	1 334,50
(c)	exceeds 2 720 kg	2 024,00	1 923,00	1 538,50	1 900,50	1 520,50
	<b>Supervisor, quality controller and</b>	2 170,00	2 061,50	1 649,00	2 037,00	1 629,50
	<b>Traveller's driver</b>	1 777,00	1 688,00	1 350,50	1 668,00	1 334,50
	<b>Watchman or caretaker, whose ordinary</b>					
(a)	less than 60 hours per week	1 846,50	1 754,00	1 403,00	1 733,50	1 387,00
(b)	60 hours per week	1 937,00	1 840,00	1 472,00	1 818,50	1 455,00
<b>NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with effect from 1 September 2024, Increase the Weekly Wage in line with this schedule.</b>						