

**NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY (EASTERN CAPE)  
KNITTING DIVISION AGREEMENT - GARMENT KNITTING SECTOR ONLY  
FOR THE PERIOD 01 SEPTEMBER 2024 TO 31 AUGUST 2025**

WAGES		GROUP B (i.e. employees NOT 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	3 429,00	3257,50	2606,00	3219,00	2575,00
(b)	Learner					
	First year					
	First six months of experience	1 919,00	1823,00	1458,50	1801,50	1441,00
	Second six months of experience	2 119,50	2013,50	1611,00	1990,00	1592,00
	Second year					
	First six months of experience	2 321,50	2205,50	1764,50	2179,50	1743,50
	Second six months of experience	2 534,50	2408,00	1926,50	2379,50	1903,50
	Third year					
	First six months of experience	2 763,50	2625,50	2100,50	2594,50	2075,50
	Next four months of experience	2 983,50	2834,50	2267,50	2801,00	2241,00
	Thereafter, the wage specified in (a), i.e.	3 429,00	3257,50	2606,00	3219,00	2575,00
<b>Pattern Grader</b>						
(a)	Qualified	2 766,00	2627,50	2102,00	2596,50	2077,00
(b)	Learner					
	First year					
	First six months of experience	1 809,00	1718,50	1375,00	1698,50	1359,00
	Second six months of experience	1 919,00	1823,00	1458,50	1801,50	1441,00
	Second year					
	First six months of experience	2 037,50	1935,50	1548,50	1912,50	1530,00
	Second six months of experience	2 180,00	2071,00	1657,00	2046,50	1637,00
	Third year					
	First six months of experience	2 321,50	2205,50	1764,50	2179,50	1743,50
	Next four months of experience	2 472,00	2348,50	1879,00	2321,00	1857,00
	Thereafter, the wage specified in (a), i.e.	2 766,00	2627,50	2102,00	2596,50	2077,00
<b>Football Jersey Cutter</b>						
(a)	Qualified	1 923,50	1827,50	1462,00	1806,00	1445,00
(b)	Learner					
	First year					
	First six months of experience	1 442,00	1370,00	1172,15	1354,00	1158,36
	Second six months of experience	1 529,50	1453,00	1172,15	1436,00	1158,36
	Second year					
	First six months of experience	1 611,50	1531,00	1225,00	1513,00	1210,50
	Second six months of experience	1 698,00	1613,00	1290,50	1594,00	1275,00
	Third year					
	First four months of experience	1 778,50	1689,50	1351,50	1669,50	1335,50
	Thereafter, the wage specified in (a), i.e.	1 923,50	1827,50	1462,00	1806,00	1445,00
<b>Layer-up</b>						
(a)	Qualified	1 657,00	1574,00	1259,00	1555,50	1244,50
(b)	Learner					
	First year					
	First six months of experience	1 396,00	1326,00	1172,15	1310,50	1158,36
	Second six months of experience	1 442,00	1370,00	1172,15	1354,00	1158,36
	Second year					
	First six months of experience	1 509,00	1433,50	1172,15	1416,50	1158,36
	Thereafter, the wage specified in (a), i.e.	1 657,00	1574,00	1259,00	1555,50	1244,50

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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>Part B - Factory Operatives</b>						
<b>Grade A employee:</b>						
(a)	Qualified	2 119,50	2013,50	1611,00	1990,00	1592,00
(b)	Learner					
	First year					
	First six months of experience	1 491,50	1417,00	1172,15	1400,50	1158,36
	Second six months of experience	1 609,00	1528,50	1223,00	1510,50	1208,50
	Second year					
	First six months of experience	1 718,00	1632,00	1305,50	1613,00	1290,50
	Second six months of experience	1 809,00	1718,50	1375,00	1698,50	1359,00
	Third year					
	First four months of experience	1 923,50	1827,50	1462,00	1806,00	1445,00
	Thereafter, the wage specified in (a), i.e.	2 119,50	2013,50	1611,00	1990,00	1592,00
<b>Grade B employee:</b>						
(a)	Qualified	1 811,50	1721,00	1377,00	1701,00	1361,00
(b)	Learner					
	First year					
	First six months of experience	1 472,00	1398,50	1172,15	1382,00	1158,36
	Second six months of experience	1 547,00	1469,50	1175,50	1452,00	1161,50
	Second year					
	First six months of experience	1 625,00	1544,00	1235,00	1526,00	1221,00
	Thereafter, the wage specified in (a), i.e.	1 811,50	1721,00	1377,00	1701,00	1361,00
(c)	If advanced to Grade A employee:					
	First six months from date of advancement	1 811,50	1721,00	1377,00	1701,00	1361,00
	Second six months from date of advancement	1 866,50	1773,00	1418,50	1752,00	1401,50
	Third six months from date of advancement	1 923,50	1827,50	1462,00	1806,00	1445,00
	Thereafter, the wage specified for a qualified Grade A	2 119,50	2013,50	1611,00	1990,00	1592,00
<b>Grade C employee:</b>						
(a)	Qualified	1 609,00	1528,50	1223,00	1510,50	1208,50
(b)	Learner					
	First year					
	First six months of experience	1 441,00	1369,00	1172,15	1353,00	1158,36
	Second six months of experience	1 482,50	1408,50	1172,15	1392,00	1158,36
	Thereafter, the wage specified in (a), i.e.	1 609,00	1528,50	1223,00	1510,50	1208,50
(c)	If advanced to Grade B employee:					
	First six months from date of advancement	1 609,00	1528,50	1223,00	1510,50	1208,50
	Second six months from date of advancement	1 625,00	1544,00	1235,00	1526,00	1221,00
	Thereafter, the wage specified for a qualified Grade B	1 811,50	1721,00	1377,00	1701,00	1361,00
<b>Part C - Clerical employees</b>						
<b>Clerk</b>						
(a)	Qualified	2 336,00	2219,00	1775,00	2193,00	1754,50
(b)	Learner					
	First year	1 722,00	1636,00	1309,00	1617,00	1293,50
	Second year	1 873,50	1780,00	1424,00	1759,00	1407,00
	Third year					
	First four months of experience	2 048,00	1945,50	1556,50	1922,50	1538,00
	Thereafter, the wage specified in (a), i.e.	2 336,00	2219,00	1775,00	2193,00	1754,50
<b>Factory Clerk</b>						
(a)	Qualified	1 753,50	1666,00	1333,00	1646,50	1317,00
(b)	Learner					

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		R	R	R	R	R
	First year	1 396,00	1326,00	1172,15	1310,50	1158,36
	Second year	1 488,50	1414,00	1172,15	1397,50	1158,36
	Third year					
	First four months of experience	1 609,00	1528,50	1223,00	1510,50	1208,50
	Thereafter, the wage specified in (a), i.e.	1 753,50	1666,00	1333,00	1646,50	1317,00
<b>Part D - General</b>						
	<b>Boiler attendant</b>	1 665,50	1582,00	1265,50	1563,50	1251,00
	<b>Despatch packer</b>	1 718,00	1632,00	1305,50	1613,00	1290,50
	<b>General Worker</b>	1 609,00	1528,50	1223,00	1510,50	1208,50
	<b>Labourer</b>	1 625,00	1544,00	1235,00	1526,00	1221,00
	<b>Motor vehicle driver of a vehicle, the unladen mass of</b>					
	(a) does not exceed 1 360 kg	1 718,00	1632,00	1305,50	1613,00	1290,50
	(b) exceeds 1 360 but not 2 720 kg	1 784,00	1695,00	1356,00	1675,00	1340,00
	(c) exceeds 2 720 kg	2 037,50	1935,50	1548,50	1912,50	1530,00
	<b>Supervisor, quality controller and instructor</b>	2 180,00	2071,00	1657,00	2046,50	1637,00
	<b>Traveller's driver</b>	1 784,00	1695,00	1356,00	1675,00	1340,00
	<b>Watchman or caretaker, whose ordinary hours of work</b>					
	(a) less than 60 hours per week	1 854,50	1762,00	1409,50	1741,50	1393,00
	(b) 60 hours per week	1 948,00	1850,50	1480,50	1828,50	1463,00
<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>						