

**NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY (EASTERN CAPE)
KNITTING DIVISION AGREEMENT - GARMENT KNITTING SECTOR ONLY
FOR THE PERIOD 1 SEPTEMBER 2025 TO 31 AUGUST 2026**

WAGES			GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)				
DESCRIPTION			Western Cape Knitting Wage Rate per week from 1 Sept 2025 to 31 Aug 2026	Wage per week from 1 Sept 2025 to 31 Aug 2026 (Based on 42.5hrs per week)	New Ees on Incentivised Scheme Effective 1 Sept 2025 = 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 2025 to 31 Aug 2026 (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
Part A - Cutting Department							
Pattern Maker							
(a)	Qualified		3 624,50	3 443,50	2 755,00	3 403,00	2 722,50
(b)	Learner						
	First year						
		First six months of experience	2 030,50	1 929,00	1 543,00	1 906,50	1 525,00
		Second six months of experience	2 242,00	2 130,00	1 704,00	2 105,00	1 684,00
	Second year						
		First six months of experience	2 451,00	2 328,50	1 863,00	2 301,00	1 841,00
		Second six months of experience	2 676,50	2 542,50	2 034,00	2 512,50	2 010,00
	Third year						
		First six months of experience	2 920,00	2 774,00	2 219,00	2 741,50	2 193,00
		Next four months of experience	3 149,50	2 992,00	2 393,50	2 957,00	2 365,50
	Thereafter, the wage specified in (a), i.e.		3 624,50	3 443,50	2 755,00	3 403,00	2 722,50
Pattern Grader							
(a)	Qualified		2 923,00	2 777,00	2 221,50	2 744,50	2 195,50
(b)	Learner						
	First year						
		First six months of experience	1 906,50	1 811,00	1 449,00	1 789,50	1 431,50
		Second six months of experience	2 030,50	1 929,00	1 543,00	1 906,50	1 525,00
	Second year						
		First six months of experience	2 147,50	2 040,00	1 632,00	2 016,00	1 613,00
		Second six months of experience	2 302,50	2 187,50	1 750,00	2 162,00	1 729,50
	Third year						
		First six months of experience	2 451,00	2 328,50	1 863,00	2 301,00	1 841,00
		Next four months of experience	2 610,00	2 479,50	1 983,50	2 450,50	1 960,50
	Thereafter, the wage specified in (a), i.e.		2 923,00	2 777,00	2 221,50	2 744,50	2 195,50
Football Jersey Cutter							
(a)	Qualified		2 032,00	1 930,50	1 544,50	1 908,00	1 526,50
(b)	Learner						
	First year						
		First six months of experience	1 526,00	1 449,50	1 223,58	1 432,50	1 209,18
		Second six months of experience	1 617,50	1 536,50	1 229,00	1 518,50	1 215,00
	Second year						
		First six months of experience	1 701,00	1 616,00	1 293,00	1 597,00	1 277,50
		Second six months of experience	1 791,50	1 702,00	1 361,50	1 682,00	1 345,50
	Third year						
		First four months of experience	1 879,50	1 785,50	1 428,50	1 764,50	1 411,50
	Thereafter, the wage specified in (a), i.e.		2 032,00	1 930,50	1 544,50	1 908,00	1 526,50

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			R	R	R	R	R
Layer-up							
(a)	Qualified		1 752,00	1 664,50	1 331,50	1 645,00	1 316,00
(b)	Learner						
	First year						
	First six months of experience		1 474,50	1 401,00	1 223,58	1 384,50	1 209,18
	Second six months of experience		1 526,00	1 449,50	1 223,58	1 432,50	1 209,18
	Second year						
	First six months of experience		1 593,00	1 513,50	1 223,58	1 495,50	1 209,18
	Thereafter, the wage specified in (a), i.e.		1 752,00	1 664,50	1 331,50	1 645,00	1 316,00
Part B - Factory Operatives							
Grade A employee							
(a)	Qualified		2 242,00	2 130,00	1 704,00	2 105,00	1 684,00
(b)	Learner						
	First year						
	First six months of experience		1 576,50	1 497,50	1 223,58	1 480,00	1 209,18
	Second six months of experience		1 700,00	1 615,00	1 292,00	1 596,00	1 277,00
	Second year						
	First six months of experience		1 816,00	1 725,00	1 380,00	1 704,50	1 363,50
	Second six months of experience		1 906,50	1 811,00	1 449,00	1 789,50	1 431,50
	Third year						
	First four months of experience		2 032,00	1 930,50	1 544,50	1 908,00	1 526,50
	Thereafter, the wage specified in (a), i.e.		2 242,00	2 130,00	1 704,00	2 105,00	1 684,00
Grade B employee							
(a)	Qualified		1 914,50	1 819,00	1 455,00	1 797,50	1 438,00
(b)	Learner						
	First year						
	First six months of experience		1 554,00	1 476,50	1 223,58	1 459,00	1 209,18
	Second six months of experience		1 635,00	1 553,50	1 243,00	1 535,00	1 228,00
	Second year						
	First six months of experience		1 718,00	1 632,00	1 305,50	1 613,00	1 290,50
	Thereafter, the wage specified in (a), i.e.		1 914,50	1 819,00	1 455,00	1 797,50	1 438,00
(c)	If advanced to Grade A employee:						
	First six months from date of		1 914,50	1 819,00	1 455,00	1 797,50	1 438,00
	Second six months from date of		1 971,50	1 873,00	1 498,50	1 851,00	1 481,00
	Third six months from date of		2 032,00	1 930,50	1 544,50	1 908,00	1 526,50
	Thereafter, the wage specified for a		2 242,00	2 130,00	1 704,00	2 105,00	1 684,00
Grade C employee							
(a)	Qualified		1 700,00	1 615,00	1 292,00	1 596,00	1 277,00
(b)	Learner						
	First year						
	First six months of experience		1 522,00	1 446,00	1 223,58	1 429,00	1 209,18
	Second six months of experience		1 565,50	1 487,00	1 223,58	1 469,50	1 209,18
	Thereafter, the wage specified in (a), i.e.		1 700,00	1 615,00	1 292,00	1 596,00	1 277,00

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			R	R	R	R	R
(c)	If advanced to Grade B employee:						
	First six months from date of		1 700,00	1 615,00	1 292,00	1 596,00	1 277,00
	Second six months from date of		1 718,00	1 632,00	1 305,50	1 613,00	1 290,50
	Thereafter, the wage specified for a		1 914,50	1 819,00	1 455,00	1 797,50	1 438,00
Part C - Clerical Employees							
Clerk							
(a)	Qualified		2 466,50	2 343,00	1 874,50	2 315,50	1 852,50
(b)	Learner						
	First year		1 822,00	1 731,00	1 385,00	1 710,50	1 368,50
	Second year		1 979,00	1 880,00	1 504,00	1 858,00	1 486,50
	Third year						
	First four months of experience		2 163,00	2 055,00	1 644,00	2 031,00	1 625,00
	Thereafter, the wage specified in (a), i.e.		2 466,50	2 343,00	1 874,50	2 315,50	1 852,50
Factory Clerk							
(a)	Qualified		1 850,50	1 758,00	1 406,50	1 737,50	1 390,00
(b)	Learner						
	First year		1 474,50	1 401,00	1 223,58	1 384,50	1 209,18
	Second year		1 571,50	1 493,00	1 223,58	1 475,50	1 209,18
	Third year						
	First four months of experience		1 700,00	1 615,00	1 292,00	1 596,00	1 277,00
	Thereafter, the wage specified in (a), i.e.		1 850,50	1 758,00	1 406,50	1 737,50	1 390,00
Part D - General							
Boiler attendant			1 757,50	1 669,50	1 335,50	1 650,00	1 320,00
Despatch packer			1 816,00	1 725,00	1 380,00	1 704,50	1 363,50
General Worker			1 700,00	1 615,00	1 292,00	1 596,00	1 277,00
Labourer			1 718,00	1 632,00	1 305,50	1 613,00	1 290,50
Motor vehicle driver of a vehicle, the							
(a)	does not exceed 1 360 kg		1 816,00	1 725,00	1 380,00	1 704,50	1 363,50
(b)	exceeds 1 360 but not 2 720 kg		1 885,50	1 791,00	1 433,00	1 770,00	1 416,00
(c)	exceeds 2 720 kg		2 147,50	2 040,00	1 632,00	2 016,00	1 613,00
Supervisor, quality controller and			2 302,50	2 187,50	1 750,00	2 162,00	1 729,50
Traveller's driver			1 885,50	1 791,00	1 433,00	1 770,00	1 416,00
Watchman or caretaker, whose ordinary							
(a)	less than 60 hours per week		1 959,00	1 861,00	1 489,00	1 839,00	1 471,00
(b)	60 hours per week		2 055,00	1 952,50	1 562,00	1 929,50	1 543,50
NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with effect from 1 September 2025, Increase the Weekly Wage in line with this schedule.							