



NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY

KWA-ZULU NATAL CHAMBER

Address: 127 Magwaza Maphalala Street (Gale Street), Umbilo, Durban 4001
Tel: 031 362 0700 **Fax:** 031 307 6716 **Post:** P O Box 18354, Dalbridge 4014 **Website:** www.nbc.org.za

Telephone Enquiries : Labour Affairs Department

2 September 2016

TO : ALL PARTY & NON-PARTY EMPLOYERS SUBJECT TO PART C OF THE COUNCIL'S NATIONAL MAIN COLLECTIVE AGREEMENT (CLOTHING, GARMENT KNITTING, HOSIERY & MILLINERY SECTORS FOR THE "METRO" AREAS ONLY OF THE KWAZULU-NATAL CHAMBER OF THE NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY)

Dear Sir/Madam

METRO AREAS ONLY

1. PREAMBLE

1.1 This circular summarises the outcome of the Industry negotiations. The Parties to the National Bargaining Council have concluded an agreement that becomes effective from 1 September 2016 until 31 August 2018 and shall remain effective beyond 31 August 2018. The details of the negotiated settlement in respect of the Kwazulu-Natal Metro Region (Part C of the Councils National Main Collective Agreement) are as follows:-

2. SCOPE AND EFFECTIVE DATE

- 2.1. This agreement shall bind the parties and their members, and notwithstanding the provisions of clause 2.4 below, shall remain effective beyond its expiry date or until the parties agree otherwise. Despite this provision, the parties will still negotiate annually, and will be entitled to embark on protected industrial action should such negotiations deadlock, provided this is in accordance with the applicable procedures in the Council's Constitution. The parties record that they may agree in the future to negotiate other than on an annual basis. In this regard, it is recorded that the parties have agreed to a two-year agreement for the purpose of this agreement with the next round of substantive negotiations to be scheduled to commence during the year 2018.
- 2.2. The scope of this agreement shall cover all clothing and garment knitting operations including hosiery and millinery within the geographic scope of the areas covered by the National Bargaining Council for the Clothing Manufacturing Industry.
- 2.3. The provisions contained in this agreement, once adopted by the National Bargaining Council, will be submitted to the Department of Labour for extension to cover all non-parties and non-signatory party employer associations within the geographic scope of the areas covered by the National Bargaining Council for the Clothing Manufacturing Industry.
- 2.4. The effective date of implementation of this Agreement is 1 September 2016 and the duration of this Agreement will be for a 24 month period, from 1st September 2016 until 31st August 2018, but further subject to sub-clause 2.5 below.
- 2.5. The main Agreement as amended by this year's round of negotiations shall, subject to Ministerial approval, remain gazetted and extended to non-parties for a further period of six years with effect from 1 September 2016, subject to the annual negotiations provisions currently enshrined in the 'Frequency of Negotiation' clause of the current gazetted Main Agreement and as further varied by the last sentence of sub-clause 2.1 above.

3. INCREASE TO TOTAL LABOUR COST

The following increases shall be applicable to all current employees (inclusive of those previous employees who re-join the industry after less than 3 years' absence from the industry).

3.1. The increase to total labour costs shall be 8% for each of the job categories prescribed for the KZN Metro region, with effect from 1st September 2016, of which 8% shall be allocated as a wage increase.

3.2. A further total labour cost increase of CPI plus 1% shall become applicable with effective from 1 September 2017, provided that in the event of CPI plus 1% resulting in the total labour cost increase being less than the rand value increase for 2017, the adjustment shall be the rand equivalent of the 2016 total labour cost increase. Should the CPI plus 1% for the second year, 2017, exceed this, the parties shall re-negotiate the total labour cost quantum.

3.3. For the purpose of the immediate previous paragraph of this sub-clause, CPI shall refer to the CPI as at November 2016.

4. PROVIDENT FUND

4.1. The current employer contribution levels for metro which is part of the employer total labour cost shall further be improved by 0.5% from 1 September 2017.

5. FAMILY RESPONSIBILITY LEAVE

5.1. An employer must grant an employee, during each annual leave cycle three (3) days paid family responsibility leave, two (2) days' pay from 1 September 2016, and the one (1) days' pay effective from 1 September 2017.

5.2. This clause applies to an employee –

- a) Who has been in employment for a period of four months; and
- b) Who works for at least four days a week for that employer

6. SHOP STEWARDS TIME OFF

6.1 For all areas, paid time off for head shop stewards for union activities shall be improved by 1 additional day's pay per annum.

6.2 Any day or part thereof used for attending bargaining council or related meetings shall not be debited from normal shop stewards time off for trade union activities. Payment for such days or hours shall be the responsibility of the relevant regional chamber of the NBC.

7. GRADING SYSTEM

7.1 The NBC Main Agreement job grades and job categories specified in the various industry agreements shall be reviewed to accommodate new forms of work and work organisation which has arisen as a result of technology changes in the industry. It shall set new specific wage levels for such job categories. It is recorded that the discussion on this matter shall take place under the Development Matters Agenda.

8. MACHINIST QUALIFYING PERIOD

8.1 The proposal that the qualifying period for a machinist is to be reduced from 18 months to 14 months shall be discussed under the Development Matters agenda.

9. DEVELOPMENT MATTERS

9.1 The developmental matters as set out in the 2010/2011 Substantive Agreement under clause 7 shall be finalised as per the provisions of sub-clauses 7.1 and 7.2 of the 2010/2011 Substantive Agreement and the task team referred to in clause 7.1 of the said Substantive Agreement shall be decided at the first NBC Council meeting following the signing of this agreement.

10. BLACK INDUSTRIALISTS

10.1 It is recorded that the discussion on this matter shall be referred to the Bargaining Council Productivity and Training Institute for prioritised attention and resolution. The Director of the NBC PTI shall provide

the parties with relevant background information on this prior to the commencement of the first meeting of the working group. The Director of the NBC PTI shall act as convener of this working group.

11. COMPANIES ON THE PLANT LEVEL INCENTIVISED WAGE DISPENSATION

11.1 The current 80% plant level incentivised scheme dispensation shall be amended to provide for an individual employee cycle commencing 1 September 2016, in terms of which such employees will, in year two, progress from 80% to 90% of their respective gazetted wages and in year three to 100% of their wage.

12. JOINT AND SEVERAL LIABILITY

12.1 The joint and several liability provisions regarding sub-contracting to non-compliant companies shall apply to all factories that pay below 80% of the full gazetted NBC wage rates. Companies paying between 80% and 100% of the gazetted wage rates may apply to the NBC for specific level B compliance registration, in which case the joint and several liability provisions would not apply.

13. INDUSTRY SUMMIT

13.1 The parties agree to convene and host an industry summit. A task team has to be appointed to do some preparatory work for the summit which shall take place under the auspices of the NBC Productivity Training Institute.

14. BACKPAY

- 14.1 The parties agree that all employers in the industry should implement the terms of this agreement, backdated to its effective date, especially regarding (But not restricted to) the implementation of the wage increases consented to this agreement.
- 14.2 The NBC is required, as soon as possible after the effective date of this agreement but no longer than 4 weeks after the gazettal date, to conduct an industry survey to determine the extent of implementation of the wage increases envisaged in this agreement.
- 14.3 The following provision shall be submitted for gazettal, unless a different mechanism is agreed to.
- 14.4 All employers covered by the registered scope of the NBC shall implement the wage increases agreed to at NBC level" or all employers covered by the registered scope of the NBC who have not implemented the wage increases agreed to at NBC level shall implement a 10% wage increase for metro areas and the rand equivalent of the Durban Metro qualified machinist's rate, for non-metro areas, from 1 September each year.

15. OTHER CONDITIONS

- 15.1 All other previously agreed terms and conditions not specifically varied by the provisions of this agreement shall remain in force and effect, unless agreed otherwise through collective bargaining between the parties, at NBC level.
- 15.2 The parties have accepted that the terms agreed to are hereby formalised in this final written agreement concluded and signed under the auspices of the NBC, subject to ratification by their respective members.
- 15.3 All other unresolved matters as identified in the plenary sessions of this year's substantive negotiations are referred for further bilateral discussions between the parties.
- 15.4 The parties agree to support the establishment of a Fashion Council and undertake to progress discussions on the details of such a Fashion Council, with a view to conclude it prior to the expiry date of this agreement.

Yours sincerely



PAUL WILD
REGIONAL SECRETARY



NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY

KWA-ZULU NATAL CHAMBER

Address: 127 Magwaza Maphalala Street (Gale Street), Umbilo, Durban 4001
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INFORMATION SCHEDULE

DEDUCTIONS AND CONTRIBUTIONS DUE TO THE KZN CHAMBER OF THE COUNCIL, ITS FUNDS AND THE TRADE UNION

(NOT applicable to employers & employees who are subject to the provisions of Part 1 of the Council's National Main Collective Agreement pertaining to the Non-Metro Areas)

DEDUCTIONS EFFECTIVE FROM 1 SEP 2016 TO 31 AUG 2017

COUNCIL LEVIES		PROVIDENT FUND Payable i.r.o employees earning up to R2799.25 pw or R12120.75pm and not in respect of employees whose occupation is monthly paid and of a managerial, specialist technical or non-production related nature.		SICK BENEFIT FUND		HOLIDAY LEAVE BENEFIT (ANNUAL BONUS)	SACTWU SUBS. (For Sactwu members only)	SACTWU BURSARY FUND	SACTWU HIV/AIDS PROJECT				
		Employee	Employer	Employee	Employer					Employee	Employer	Employer	
Calculated at 0.2585% of a qualified machinist rate of pay	Calculated at 0.35% of a qualified machinist rate of pay	6.5% of each individual contributor's actual basic weekly earnings	7.5% of each individual contributor's actual basic weekly earnings	1.5% of each employee's weekly wage	1.75% of each employee's weekly wage	3.97% of actual annual basic wages.	1% of each individual Trade Union member's basic weekly wage plus an additional R1.80 per week towards the Sactwu funeral scheme with a minimum of R10.33 per week, and a maximum of R17.44per week.	36 cents	52 cents				
(This equates to R2.89 per week payable by employees by means of a deduction from their wages)	(This equates to R3.91 per week payable by employers in respect of each employee)									UNION AGENCY FEE (i.r.o NON-Sactwu members)		Payable by EMPLOYER ONLY	Payable by EMPLOYER ONLY
Payable i r o employees earnings up to R2799.25 pw or R12120.75pm	Payable i.r.o. employees earnings up to R2799.25 pw or R12120.75pm									1% of each NON-Sactwu member's basic wage rate with a minimum of R8.53per week and a maximum of R15.64 per week		Payable i.r.o employees earning up to R2799.25 pw or R12120.75pm	

PAYMENTS TO THE BARGAINING COUNCIL DUE BY 10TH DAY OF ENSUING MONTH:

	ADDRESSED TO:	PAYMENT METHOD :
Council/Chamber Levies Sick Benefit Fund Contributions SACTWU Subscriptions, Bursary Fund & HIV/AIDS Project Contributions	The Secretary National Bargaining Council for the Clothing Manufacturing Industry (KwaZulu-Natal Chamber) P.O.BOX 18354 Dalbridge 4014	Cheques payable to: NBC Clothing – KwaZulu-Natal OR direct deposit into bank account, as follows: Bank: Standard Bank Branch: Gale Place Branch Code: 042526 Acc No: 051171538
Provident Fund Contributions	The Principal Officer KwaZulu Natal Clothing Industry Provident Fund P.O.Box 18354 Dalbridge 4014	Cheques payable to: KwaZulu Natal Clothing Industry Provident Fund OR direct deposit into bank account, as follows: Bank: Standard Bank Branch: Gale Place Branch Code: 042526 Acc No: 250213753 ***Factories may use the short name KZN CLOTHING PF for their EFT's

NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY (KWAZULU-NATAL)
 MAIN AGREEMENT FOR THE CLOTHING SECTOR NEW WAGE RATES NEGOTIATED BY THE PARTIES
 FOR THE PERIOD 1 SEPTEMBER 2016 TO 31 AUGUST 2017

WAGES		GROUP A (i.e Employers contributing to the Productivity)				
Description of Occupation		Wage per week from 01 Sep 2015 to 31 Aug 2016	New Employees on Incentivised Scheme Effective 1 September 2015 = 80%	Across-the-Board Increase 8%	Wage per week from 01 Sep 2016 to 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%
Part A		R	R	R	R	R
GRADE 1						
(a)	Qualified	1 031.95	825.55	82.56	1 114.50	891.60
(b)	Learner					
	0 - 6 months	681.15	544.90	54.49	735.65	588.50
	7 - 12 months	753.50	602.80	60.28	813.80	651.05
	13 - 18 months **	825.70	660.55	66.06	891.75	713.40
	Thereafter, the qualifying wage applies	1 031.95	825.55	82.56	1 114.50	891.60
GRADE 2						
(a)	Qualified	896.90	717.50	71.75	968.65	774.90
(b)	Learner					
	0 - 6 months	677.50	542.00	54.20	731.70	585.35
	Thereafter, the qualifying wage applies	896.90	717.50	71.75	968.65	774.90
GRADE A						
(a)	Qualified	918.95	735.15	73.52	992.45	793.95
(b)	Learner					
	0 - 6 months	713.80	571.05	57.10	770.90	616.70
	Thereafter, the qualifying wage applies	918.95	735.15	73.52	992.45	793.95
HEAD CUTTER		1 646.45	1317.15	131.72	1 778.15	1422.50
ASSISTANT HEAD CUTTER		1 317.05	1053.65	105.36	1 422.40	1137.90
CUTTER/TRIMMER						
(a)	Qualified	1 034.50	827.60	82.76	1 117.25	893.80
(b)	Learner					
	0 - 6 months	648.85	519.10	51.91	700.75	560.60
	7 - 12 months	725.00	580.00	58.00	783.00	626.40
	13 - 18 months	798.05	638.45	63.84	861.90	689.50
	19 - 22 months	884.85	707.90	70.79	955.65	764.50
	Thereafter, the qualifying wage applies	1 034.50	827.60	82.76	1 117.25	893.80
BAND KNIFE CUTTER						
(a)	Qualified	1 088.65	870.90	87.09	1 175.75	940.60
(b)	Learner					
	0 - 6 months	725.95	580.75	58.08	784.05	627.25
	7 - 12 months	806.20	644.95	64.50	870.70	696.55
	13 - 18 months	879.70	703.75	70.38	950.10	760.10
	19 - 22 months	963.45	770.75	77.08	1 040.55	832.45
	Thereafter, the qualifying wage applies	1 088.65	870.90	87.09	1 175.75	940.60
MECHANIC						
(a)	Qualified	1 769.35	1415.50	141.55	1 910.90	1528.70
(b)	Learner					
	0 - 6 months	816.40	653.10	65.31	881.70	705.35
	7 - 12 months	937.45	749.95	75.00	1 012.45	809.95
	13 - 18 months	1 075.90	860.70	86.07	1 161.95	929.55
	19 - 24 months	1 214.35	971.50	97.15	1 311.50	1049.20
	25 - 30 months	1 361.95	1089.55	108.96	1 470.90	1176.70

NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY (KWAZULU-NATAL)
MAIN AGREEMENT FOR THE CLOTHING SECTOR NEW WAGE RATES NEGOTIATED BY THE PARTIES
FOR THE PERIOD 1 SEPTEMBER 2016 TO 31 AUGUST 2017

Description of Occupation			Wage per week from 01 Sep 2015 to 31 Aug 2016	New Employees on Incentivised Scheme Effective 1 September 2015 = 80%	Across-the-Board Increase 8%	Wage per week from 01 Sep 2016 to 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%
		31 - 36 months	1 497.70	1198.15	119.82	1 617.50	1294.00
		37 - 40 months	1 631.20	1304.95	130.50	1 761.70	1409.35
		Thereafter, the qualifying wage applies	1 769.35	1415.50	141.55	1 910.90	1528.70
CLERK *							
	(a)	Qualified	1 105.90	884.70	88.47	1 194.35	955.50
	(b)	Learner					
		0 - 6 months	751.90	601.50	60.15	812.05	649.65
		7 - 12 months	849.00	679.20	67.92	916.90	733.50
		13 - 18 months	928.80	743.05	74.30	1 003.10	802.50
		Thereafter, the qualifying wage applies	1 105.90	884.70	88.47	1 194.35	955.50
WATCHMAN			926.85	741.50	74.15	1 001.00	800.80
DRIVER 1			870.60	696.50	69.65	940.25	752.20
DRIVER 2			951.35	761.10	76.11	1 027.45	821.95
DRIVER 3			1 109.25	887.40	88.74	1 198.00	958.40
DRIVER 4			1 339.80	1071.85	107.18	1 447.00	1157.60
FOREPERSON			1 268.40	1014.70	101.47	1 369.85	1095.90
* Provided a registered productivity incentive scheme is in place.							
** Provided that a sewing machinist (grade 1) should be paid the qualified rate of pay after 18 months of experience.							
<p style="text-align: center;">NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with effect from 1 September 2016, increase the Weekly Wage for those employees by the agreed Wage Increase of 8% Across-the-Board.</p>							

NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY (KWAZULU-NATAL)
MAIN AGREEMENT FOR THE CLOTHING SECTOR NEW WAGE RATES NEGOTIATED BY THE PARTIES
FOR THE PERIOD 1 SEPTEMBER 2016 TO 31 AUGUST 2017

WAGES		GROUP B (i.e Employers NOT contributing to the Productivity Incentive Scheme)				
Description of Occupation		Wage per week from 01 Sep 2015 to 31 Aug 2016	New Employees on Incentivised Scheme Effective 1 September 2015 = 80%	Across-the-Board Increase 8%	Wage per week from 01 Sep 2016 to 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%
Part A		R	R	R	R	R
GRADE 1						
(a)	Qualified	1036.75	829.40	82.94	1119.70	895.75
(b)	Learner					
	0 - 6 months	684.35	547.50	54.75	739.10	591.30
	7 - 12 months	756.95	605.55	60.56	817.50	654.00
	13 - 18 months **	829.55	663.65	66.36	895.90	716.70
	Thereafter, the qualifying wage applies	1036.75	829.40	82.94	1119.70	895.75
GRADE 2						
(a)	Qualified	901.10	720.90	72.09	973.20	778.55
(b)	Learner					
	0 - 6 months	680.70	544.55	54.46	735.15	588.10
	Thereafter, the qualifying wage applies	901.10	720.90	72.09	973.20	778.55
GRADE A						
(a)	Qualified	923.15	738.50	73.85	997.00	797.60
(b)	Learner					
	0 - 6 months	717.20	573.75	57.38	774.60	619.70
	Thereafter, the qualifying wage applies	923.15	738.50	73.85	997.00	797.60
HEAD CUTTER		1654.00	1323.20	132.32	1786.30	1429.05
ASSISTANT HEAD CUTTER		1323.10	1058.50	105.85	1428.95	1143.15
CUTTER/TRIMMER						
(a)	Qualified	1039.25	831.40	83.14	1122.40	897.90
(b)	Learner					
	0 - 6 months	651.95	521.55	52.16	704.10	563.30
	7 - 12 months	728.25	582.60	58.26	786.50	629.20
	13 - 18 months	801.75	641.40	64.14	865.90	692.70
	19 - 22 months	888.85	711.10	71.11	959.95	767.95
	Thereafter, the qualifying wage applies	1039.25	831.40	83.14	1122.40	897.90
BAND KNIFE CUTTER						
(a)	Qualified	1093.70	874.95	87.50	1181.20	944.95
(b)	Learner					
	0 - 6 months	729.25	583.40	58.34	787.60	630.10
	7 - 12 months	809.90	647.90	64.79	874.70	699.75
	13 - 18 months	883.85	707.10	70.71	954.55	763.65
	19 - 22 months	967.85	774.30	77.43	1045.30	836.25
	Thereafter, the qualifying wage applies	1093.70	874.95	87.50	1181.20	944.95
MECHANIC						
(a)	Qualified	1777.50	1422.00	142.20	1919.70	1535.75
(b)	Learner					
	0 - 6 months	820.05	656.05	65.60	885.65	708.50
	7 - 12 months	941.85	753.50	75.35	1017.20	813.75
	13 - 18 months	1081.00	864.80	86.48	1167.50	934.00
	19 - 24 months	1220.00	976.00	97.60	1317.60	1054.10
	25 - 30 months	1368.40	1094.70	109.47	1477.85	1182.30

NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY (KWAZULU-NATAL)
MAIN AGREEMENT FOR THE CLOTHING SECTOR NEW WAGE RATES NEGOTIATED BY THE PARTIES
FOR THE PERIOD 1 SEPTEMBER 2016 TO 31 AUGUST 2017

Description of Occupation		Wage per week from 01 Sep 2015 to 31 Aug 2016	New Employees on Incentivised Scheme Effective 1 September 2015 = 80%	Across-the-Board Increase 8%	Wage per week from 01 Sep 2016 to 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%
	31 - 36 months	1504.60	1203.70	120.37	1624.95	1299.95
	37 - 40 months	1638.75	1311.00	131.10	1769.85	1415.90
	Thereafter, the qualifying wage applies	1777.50	1422.00	142.20	1919.70	1535.75
CLERK *						
(a)	Qualified	1111.00	888.80	88.88	1199.90	959.90
(b)	Learner					
	0 - 6 months	755.35	604.30	60.43	815.80	652.65
	7 - 12 months	852.90	682.30	68.23	921.15	736.90
	13 - 18 months	933.05	746.45	74.64	1007.70	806.15
	Thereafter, the qualifying wage applies	1111.00	888.80	88.88	1199.90	959.90
WATCHMAN		931.15	744.90	74.49	1005.65	804.50
DRIVER 1		874.65	699.70	69.97	944.60	755.70
DRIVER 2		955.75	764.60	76.46	1032.20	825.75
DRIVER 3		1114.45	891.55	89.16	1203.60	962.90
DRIVER 4		1346.05	1076.85	107.68	1453.75	1163.00
FOREPERSON		1274.30	1019.45	101.94	1376.25	1101.00
*	Provided a registered productivity incentive scheme is in place.					
**	Provided that a sewing machinist (grade 1) should be paid the qualified rate of pay after 18 months of experience.					
NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with effect from 1 September 2016, increase the Weekly Wage for those employees by the agreed Wage Increase of 8% Across-the-Board.						

NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY
FOR THE KWAZULU-NATAL REGION (GARMENT KNITTING SECTOR)
FOR THE PERIOD 1 SEPTEMBER 2016 - 31 AUGUST 2017

WAGES		GROUP A (i.e Employers contributing to the Productivity Incentive Scheme)				
DESCRIPTION OF OCCUPATION		Wage rate per week from 01 Sep 2015 to 31 Aug 2016	New Employees on Incentivised Scheme Effective 1 September 2015 = 80%	Across the board increase 8%	Wage rate per week from 01 Sep 2016 to 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%
(i)	Foreman:	1937.10	1549.70	154.95	2092.05	1673.65
(ii)	Dyer: (See (iv) below)					
(iii)	Storeman:					
	(i) Qualified:	1864.65	1491.70	149.15	2013.80	1611.05
	(ii) Learners:					
	first six months of experience	673.65	538.90	53.90	727.55	582.05
	second six months of experience	971.40	777.10	77.70	1049.10	839.30
	third six months of experience	1269.25	1015.40	101.55	1370.80	1096.65
	next four months of experience	1566.95	1253.55	125.35	1692.30	1353.85
	Thereafter, the wage specified in (iii)(i) i.e.	1864.65	1491.70	149.15	2013.80	1611.05
(iv)	Mechanic/Dyer:					
	(i) Qualified:	1937.10	1549.70	154.95	2092.05	1673.65
	(ii) Learners:					
	first six months of experience	673.65	538.90	53.90	727.55	582.05
	second six months of experience	799.75	639.80	64.00	863.75	691.00
	third six months of experience	926.20	740.95	74.10	1000.30	800.25
	fourth six months of experience	1052.75	842.20	84.20	1136.95	909.55
	fifth six months of experience	1179.15	943.30	94.35	1273.50	1018.80
	sixth six months of experience	1305.10	1044.10	104.40	1409.50	1127.60
	seventh six months of experience	1431.80	1145.45	114.55	1546.35	1237.10
	eighth six months of experience	1558.10	1246.50	124.65	1682.75	1346.20
	ninth six months of experience	1684.30	1347.45	134.75	1819.05	1455.25
	next four months of experience	1811.00	1448.80	144.90	1955.90	1564.70
	Thereafter, the wage specified in (iv)(i) i.e.	1937.10	1549.70	154.95	2092.05	1673.65
(v)	Mechanic's Assistant:					
	(i) Qualified:	1268.95	1015.15	101.50	1370.45	1096.35
	(ii) Learners:					
	first six months of experience	673.65	538.90	53.90	727.55	582.05
	second six months of experience	732.60	586.10	58.60	791.20	632.95
	third six months of experience	793.00	634.40	63.45	856.45	685.15
	fourth six months of experience	851.80	681.45	68.15	919.95	735.95
	fifth six months of experience	911.65	729.30	72.95	984.60	787.70
	sixth six months of experience	971.50	777.20	77.70	1049.20	839.35
	seventh six months of experience	1030.65	824.50	82.45	1113.10	890.50
	eighth six months of experience	1090.55	872.45	87.25	1177.80	942.25
	ninth six months of experience	1149.75	919.80	92.00	1241.75	993.40
	next four months of experience	1209.45	967.55	96.75	1306.20	1044.95
	Thereafter, the wage specified in (v)(i) i.e.	1268.95	1015.15	101.50	1370.45	1096.35
(vi)	Supervisor:	1341.45	1073.15	107.30	1448.75	1159.00
(vii)	Final Examiner of fully-fashioned garments:	1245.75	996.60	99.65	1345.40	1076.30
(viii)	Factory Clerk, Despatch Clerk, Stores Clerk:					
	(i) Qualified:	1219.75	975.80	97.60	1317.35	1053.90

NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY
FOR THE KWAZULU-NATAL REGION (GARMENT KNITTING SECTOR)
FOR THE PERIOD 1 SEPTEMBER 2016 - 31 AUGUST 2017

WAGES		GROUP A (i.e. Employers contributing to the Productivity incentive Scheme)				
DESCRIPTION OF OCCUPATION		Wage rate per week from 01 Sep 2015 to 31 Aug 2016	New Employees on Incentivised Scheme Effective 1 September 2015 = 80%	Across the board increase 8%	Wage rate per week from 01 Sep 2016 to 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%
(ii)	Learners:			0.00		
	first six months of experience	673.65	538.90	53.90	727.55	582.05
	second six months of experience	810.00	648.00	64.80	874.80	699.85
	third six months of experience	946.60	757.30	75.75	1022.35	817.90
	next four months of experience	1083.40	866.70	86.65	1170.05	936.05
	Thereafter, the wage specified in (viii)(i) i.e.	1219.75	975.80	97.60	1317.35	1053.90
(ix)	Knitting Machine Operator, Warp Knitting Machine Operator, Dyer's Assistant, Colouring Mass-Measurer and/or Cutter or Shaper (Knitting) of fully-fashioned garments, Handyman and Warper:					
(i)	Qualified:	1219.75	975.80	97.60	1317.35	1053.90
(ii)	Learners:			0.00		
	first six months of experience	673.65	538.90	53.90	727.55	582.05
	second six months of experience	764.40	611.50	61.15	825.55	660.45
	third six months of experience	855.30	684.25	68.40	923.70	738.95
	fourth six months of experience	946.60	757.30	75.75	1022.35	817.90
	fifth six months of experience	1037.60	830.10	83.00	1120.60	896.50
	next four months of experience	1128.85	903.10	90.30	1219.15	975.30
	Thereafter, the wage specified in (ix)(i) i.e.	1219.75	975.80	97.60	1317.35	1053.90
(x)	Loader of magazine or comb, Linker, Overlocker other than an overlocker of seconds in socks, Sewing Machinist (Knitting) including a button, buttonhole and hemming machinist, Mender and Plain Sewer:					
(i)	Qualified:	1064.30	851.45	85.15	1149.45	919.55
(ii)	Learners:					
	first six months of experience	673.65	538.90	53.90	727.55	582.05
	second six months of experience	771.00	616.80	61.70	832.70	666.15
	third six months of experience	868.65	694.90	69.50	938.15	750.50
	next four months of experience	817.40	653.90	65.40	882.80	706.25
	Thereafter, the wage specified in (x)(i) i.e.	1064.30	851.45	85.15	1149.45	919.55
(xi)	Driver of a Motor Vehicle, the unladen mass of which, together with the unladen mass of any trailer or trailers drawn by such vehicle—:					
	(a) does not exceed 453,5 kg	1017.45	813.95	81.40	1098.85	879.10
	(b) exceeds 453,5 kg but not 2 721 kg	1201.30	961.05	96.10	1297.40	1037.90

NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY
FOR THE KWAZULU-NATAL REGION (GARMENT KNITTING SECTOR)
FOR THE PERIOD 1 SEPTEMBER 2016 - 31 AUGUST 2017

WAGES		GROUP A (i.e. Employers contributing to the Productivity Incentive Scheme)				
DESCRIPTION OF OCCUPATION		Wage rate per week from 01 Sep 2015 to 31 Aug 2016	New Employees on Incentivised Scheme Effective 1 September 2015 = 80%	Across the board increase 8%	Wage rate per week from 01 Sep 2016 to 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%
	(c) exceeds 2 721 kg but not 4 535 kg	1279.25	1023.40	102.35	1381.60	1105.30
	(d) exceeds 4 535 kg	1388.20	1110.55	111.05	1499.25	1199.40
(xii)	Security Officer:	1553.90	1243.10	124.30	1678.20	1342.55
(xiii)	Watchman:	1199.25	959.40	95.95	1295.20	1036.15
(xiv)	Employee not elsewhere specified:					
	(i) Qualified:	1248.55	998.85	99.90	1348.45	1078.75
	(ii) Learners:					
	first six months of experience	673.65	538.90	53.90	727.55	582.05
	second six months of experience	817.10	653.70	65.35	882.45	705.95
	third six months of experience	961.25	769.00	76.90	1038.15	830.50
	next four months of experience	1104.70	883.75	88.40	1193.10	954.50
	thereafter, the wage specified in (xiv)(i) i.e.	1248.55	998.85	99.90	1348.45	1078.75
(xv)	Seamer, Mender of socks, Sorter, Cleaner (i.e. an employee engaged in cleaning garments and/or fabrics), Grader, Sampler (i.e. an employee engaged in the making up of sample cards), Winder, Overlocker for seconds in socks and/or Examiner of knitted fabrics and articles, Backwinder, Drawthreader, Pre- and Post-Boarder or Former, Precutter, Presser, Turner, Operator of calendar, slitting, setting or steaming machine, Operator of brushing, raising and/or cropping machine, Operator of dye machine, Operator of drying and/or hydro-extracting machine, employee engaged in Transferring and/or Labelling, Trimming of surplus threads, Folding, Carding and/or Packing, Waxring Maker, Boiler Attendant, Creeler, Despatch Packer, Parcel Maker and Floor					
	(i) Qualified:	875.00	700.00	70.00	945.00	756.00
	(ii) Learners:					
	first six months of experience	673.65	538.90	53.90	727.55	582.05
	second six months of experience	740.50	592.40	59.25	799.75	639.80
	third six months of experience	808.25	646.60	64.65	872.90	698.30
	Thereafter, the wage specified in (xv) (i) i.e.	875.00	700.00	70.00	945.00	756.00
(xvi)	Traveller's Assistant, Cloakroom	875.00	700.00	70.00	945.00	756.00
(xvii)	General Worker (Knitting)	1016.35	813.10	81.30	1097.65	878.10
NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with effect from 1 September 2016, increase the Weekly Wage for those employees by the agreed Wage Increase of 8% Across-the-Board.						

**NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY
FOR THE KWAZULU-NATAL REGION (GARMENT KNITTING SECTOR)
FOR THE PERIOD 1 SEPTEMBER 2016 - 31 AUGUST 2017**

WAGES		GROUP B (i.e Employers NOT contributing to the Productivity Incentive Scheme)				
DESCRIPTION OF OCCUPATION		Wage rate per week from 01 Sep 2015 to 31 Aug 2016	New Employees on Incentivised Scheme Effective 1 September 2015 = 80%	Across the Board increase 8%	Wage rate per week from 01 Sep 2016 to 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%
(i)	Foreman:	1946.10	1556.90	155.70	2101.80	1681.45
(ii)	Dyer: (See (iv) below)					
(iii)	Storeman:					
	(i) Qualified:	1873.25	1498.60	149.85	2023.10	1618.50
	(ii) Learners:					
	first six months of experience	676.80	541.45	54.15	730.95	584.75
	second six months of experience	975.85	780.70	78.05	1053.90	843.10
	third six months of experience	1275.15	1020.10	102.00	1377.15	1101.70
	next four months of experience	1574.10	1259.30	125.95	1700.05	1360.05
	Thereafter, the wage specified in (iii)(i) i.e.	1873.25	1498.60	149.85	2023.10	1618.50
(iv)	Mechanic/Dyer:					
	(i) Qualified:	1946.10	1556.90	155.70	2101.80	1681.45
	(ii) Learners:					
	first six months of experience	676.80	541.45	54.15	730.95	584.75
	second six months of experience	803.60	642.90	64.30	867.90	694.30
	third six months of experience	930.55	744.45	74.45	1005.00	804.00
	fourth six months of experience	1057.50	846.00	84.60	1142.10	913.70
	fifth six months of experience	1184.70	947.75	94.80	1279.50	1023.60
	sixth six months of experience	1311.15	1048.90	104.90	1416.05	1132.85
	seventh six months of experience	1438.45	1150.75	115.10	1553.55	1242.85
	eighth six months of experience	1565.35	1252.30	125.25	1690.60	1352.50
	ninth six months of experience	1692.15	1353.70	135.35	1827.50	1462.00
	next four months of experience	1819.40	1455.50	145.55	1964.95	1571.95
	Thereafter, the wage specified in (iv)(i) i.e.	1946.10	1556.90	155.70	2101.80	1681.45
(v)	Mechanic's Assistant:					
	(i) Qualified:	1274.85	1019.90	102.00	1376.85	1101.50
	(ii) Learners:					
	first six months of experience	676.80	541.45	54.15	730.95	584.75
	second six months of experience	735.95	588.75	58.90	794.85	635.90
	third six months of experience	796.60	637.30	63.75	860.35	688.30
	fourth six months of experience	855.75	684.60	68.45	924.20	739.35
	fifth six months of experience	915.95	732.75	73.30	989.25	791.40
	sixth six months of experience	976.00	780.80	78.10	1054.10	843.30
	seventh six months of experience	1035.45	828.35	82.85	1118.30	894.65
	eighth six months of experience	1095.45	876.35	87.65	1183.10	946.50
	ninth six months of experience	1155.10	924.10	92.40	1247.50	998.00
	next four months of experience	1214.90	971.90	97.20	1312.10	1049.70
	Thereafter, the wage specified in (v)(i) i.e.	1274.85	1019.90	102.00	1376.85	1101.50
(vi)	Supervisor:	1347.65	1078.10	107.80	1455.45	1164.35
(vii)	Final Examiner of fully-fashioned garments:	1251.50	1001.20	100.10	1351.60	1081.30
(viii)	Factory Clerk, Despatch Clerk, Stores Clerk:					
	(i) Qualified:	1225.40	980.30	98.05	1323.45	1058.75
	(ii) Learners:	0.00	0.00		0.00	0.00

**NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY
FOR THE KWAZULU-NATAL REGION (GARMENT KNITTING SECTOR)
FOR THE PERIOD 1 SEPTEMBER 2016 - 31 AUGUST 2017**

WAGES		GROUP B (i.e Employers NOT contributing to the Productivity incentive Scheme)					
DESCRIPTION OF OCCUPATION		Wage rate per week from 01 Sep 2015 to 31 Aug 2016	New Employees on Incentivised Scheme Effective 1 September 2015 = 80%	Across the Board increase 8%	Wage rate per week from 01 Sep 2016 to 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%	
	first six months of experience	676.80	541.45	54.15	730.95	584.75	
	second six months of experience	813.80	651.05	65.10	878.90	703.10	
	third six months of experience	951.05	760.85	76.10	1027.15	821.70	
	next four months of experience	1088.35	870.70	87.05	1175.40	940.30	
	Thereafter, the wage specified in (viii)(i) i.e.	1225.40	980.30	98.05	1323.45	1058.75	
(ix)	Knitting Machine Operator, Warp Knitting Machine Operator, Dyer's Assistant, Colouring Mass-Measurer and/or Cutter or Shaper (Knitting) of fully-fashioned garments, Handyman and Warper:						
	(i) Qualified:	1225.40	980.30	98.05	1323.45	1058.75	
	(ii) Learners:						
	first six months of experience	676.80	541.45	54.15	730.95	584.75	
	second six months of experience	768.00	614.40	61.45	829.45	663.55	
	third six months of experience	859.25	687.40	68.75	928.00	742.40	
	fourth six months of experience	951.15	760.90	76.10	1027.25	821.80	
	fifth six months of experience	1042.30	833.85	83.40	1125.70	900.55	
	next four months of experience	1134.05	907.25	90.70	1224.75	979.80	
	Thereafter, the wage specified in (ix)(i) i.e.	1225.40	980.30	98.05	1323.45	1058.75	
(x)	Loader of magazine or comb, Linker, Overlocker other than an overlocker of seconds in socks, Sewing Machinist (Knitting) including a button, buttonhole and hemming machinist, Mender and Plain						
	(i) Qualified:	1069.35	855.50	85.55	1154.90	923.90	
	(ii) Learners:						
	first six months of experience	676.80	541.45	54.15	730.95	584.75	
	second six months of experience	774.55	619.65	61.95	836.50	669.20	
	third six months of experience	872.70	698.15	69.80	942.50	754.00	
	next four months of experience	971.15	776.90	77.70	1048.85	839.10	
	Thereafter, the wage specified in (x)(i) i.e.	1069.35	855.50	85.55	1154.90	923.90	
(xi)	Driver of a Motor Vehicle, the unladen mass of which, together with the unladen mass of any trailer or trailers drawn by such						
	(a) does not exceed 453,5 kg	1022.15	817.70	81.75	1103.90	883.10	
	(b) exceeds 453,5 kg but not 2 721 kg	1206.85	965.50	96.55	1303.40	1042.70	
	(c) exceeds 2 721 kg but not 4 535 kg	1285.15	1028.10	102.80	1387.95	1110.35	
	(d) exceeds 4 535 kg	1394.60	1115.70	111.55	1506.15	1204.90	
(xii)	Security Officer:	1561.15	1248.90	124.90	1686.05	1348.85	
(xiii)	Watchman:	1204.75	963.80	96.40	1301.15	1040.90	
(xiv)	Employee not elsewhere specified:						
	(i) Qualified:	1254.25	1003.40	100.35	1354.60	1083.70	
	(ii) Learners:						
	first six months of experience	676.80	541.45	54.15	730.95	584.75	
	second six months of experience	820.95	656.75	65.70	886.65	709.30	
	third six months of experience	965.70	772.55	77.25	1042.95	834.35	

**NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY
FOR THE KWAZULU-NATAL REGION (GARMENT KNITTING SECTOR)
FOR THE PERIOD 1 SEPTEMBER 2016 - 31 AUGUST 2017**

WAGES		GROUP B (i.e Employers NOT contributing to the Productivity incentive Scheme)					
DESCRIPTION OF OCCUPATION		Wage rate per week from 01 Sep 2015 to 31 Aug 2016	New Employees on Incentivised Scheme Effective 1 September 2015 = 80%	Across the Board increase 8%	Wage rate per week from 01 Sep 2016 to 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%	
	next four months of experience	1109.85	887.90	88.80	1198.65	958.90	
	thereafter, the wage specified in (xiv)(i) i.e.	1254.25	1003.40	100.35	1354.60	1083.70	
(xv)	Seamer, Mender of socks, Sorter, Cleaner (i.e. an employee engaged in cleaning garments and/or fabrics), Grader, Sampler (i.e. an employee engaged in the making up of sample cards), Winder, Overlocker for seconds in socks and/or Examiner of knitted fabrics and articles, Backwinder, Drawthreader, Pre- and Post-Boarder or Former, Precutter, Presser, Turner, Operator of calendar, slitting, setting or steaming machine, Operator of brushing, raising and/or cropping machine, Operator of dye machine, Operator of drying and/or hydro-extracting machine, employee engaged in Transferring and/or Labelling, Trimming of surplus threads, Folding, Carding and/or Packing, Waxring Maker, Boiler Attendant, Creeler, Despatch Packer, Parcel Maker and Floor Walker/Runner.						
	(i) Qualified:	879.05	703.25	70.30	949.35	759.50	
	(ii) Learners:						
	first six months of experience	676.80	541.45	54.15	730.95	584.75	
	second six months of experience	744.00	595.20	59.50	803.50	642.80	
	third six months of experience	811.90	649.50	64.95	876.85	701.50	
	Thereafter, the wage specified in (xv) (i) i.e.	879.05	703.25	70.30	949.35	759.50	
(xvi)	Traveller's Assistant, Cloakroom Supervisor and/or Attendant, Teamaker	879.05	703.25	70.30	949.35	759.50	
(xvii)	General Worker (Knitting)	1021.10	816.90	81.70	1102.80	882.25	
NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with effect from 1 September 2016, increase the Weekly Wage for those employees by the agreed Wage Increase of 8% Across-the-Board.							