



NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY

NORTHERN CHAMBER

Address: 2nd Floor, Anchor House Building, 100 Juta Street, Cnr Biccard Street, Braamfontein 2001
Tel: 011 402 2737 Fax: 011 402 7375 Post: P O Box 5101, Johannesburg 2000 website: www.nbc.org.za

CIRCULAR NO. NC/3/2016

Telephone Enquiries : Labour Affairs Department

2 September 2016

TO : ALL EMPLOYERS SUBJECT TO PART B OF THE COUNCIL'S NATIONAL MAIN COLLECTIVE AGREEMENT (**FREE STATE & NORTHERN CAPE REGION**) WITHIN THE "METRO" AREAS ONLY OF THE NORTHERN CHAMBER OF THE NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY)

Dear Sir/Madam

INFORMATION CIRCULAR TO THE INDUSTRY FOLLOWING THE 2016 ROUND OF NEGOTIATIONS

METRO AREAS ONLY

(i.e. those Clothing establishments situated within the Magisterial Districts of Bloemfontein, Frankfort, Kimberley, Kroonstad, Parys and Vrededorf)

The Parties to the National Bargaining Council have concluded a **two year** Collective Agreement in terms of which the total labour cost increase for all "Metro" regions amounts to **8%** with effect from and backdated to 1 September 2016, for the 1st year of the agreement. For the 2nd year of the agreement, a further total labour cost increase of CPI plus 1% 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 2016/2017 total labour cost increase. Should the CPI plus 1% for the second year 2017, exceed this, the parties shall renegotiate the total labour cost quantum.

This circular summarises the outcome of the Industry negotiations.

The Agreement will be submitted to the Minister of Labour with a request that it be extended to employers and employees in the Industry, other than those who are party to the Agreement, i.e. to all Non-Parties.

Party companies are automatically covered by the terms of the signed Agreement.

Details of the negotiated settlement in respect of the Free State/Northern Cape Region (Parts B of the Council's National Main Collective Agreement) are set out below.

1. INCREASE TO TOTAL LABOUR COST

The increase to total labour cost for all current employees (inclusive of those previous employees who rejoin the industry after less than 3 years absence from the industry) shall be **8%**, for each of the job categories prescribed for these areas with effect from 1 September 2016, **rounded** to the nearest 50 cents. (The increase shall be back dated to 1 September 2016 and back pay will be due). The new wage schedules incorporating the new wage rates after the 2016/2017 agreed increases are attached. Please note that there are **two** enclosed sets of **Wage Schedules, Group A & Group B**, one applicable to those companies that **HAVE** registered a productivity agreement with the Bargaining Council, another applicable to those companies that **HAVE NOT** registered a productivity agreement and **new wage rates** applicable to the new employees on the Incentivised Wage Scheme which became effective from 1 September 2012.

Please Note: The wage rates in the magisterial districts of Frankfurt, Parys and Vrededorst shall be adjusted upwards by the rand amount applicable in the magisterial districts of Bloemfontein, Kimberley and Kroonstad area.

2. CONTRIBUTIONS

2.1 Medical Benefit Society

The employee contribution rate to the Medical Benefit Society remains unaltered at R7.00 per week, whilst the employer contribution rate increases from **R18.88 to R20.39** per week:

Employee	:	R7.00
Employer	:	R20.39

2.2 Provident Fund

The employer contribution rate to the Provident Fund remains unaltered for the period 2016/2017 and employee contribution rate remains unaltered for the period 2016/2017 as:

Employee	:	5.75%
Employer	:	7%

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

Please note that the Provident Fund contributions are payable for the full 52 weeks of the year.

2.3 Bargaining Council Levy

The Bargaining Council levy payable by the employee shall be **R2.45** per week deducted from each employee's wage and the Bargaining Council Levy payable by the employer shall be **R2.65**.

2.4 Across-the-board Increases in Employer Contributions

The following levies and contributions payable by the Employer has been increased by the agreed Total Labour Cost increase of 8%:

Category	Old Rate	New Rate (p.w. per employee)
Industry Protection Fund	16c	17c
SACTWU HIV/AIDS Project	53c	57c
SACTWU Bursary Fund	35c	38c

3. TRADE UNION DEDUCTIONS

The **Trade Union Subscription** rate for its members changes to 1% of the member's basic wage rate with a *new minimum* of **R8.53** per week and a *new maximum* of **R15.64** per week, effective 1 September 2016 together with the funeral scheme contribution of R1,80 per week which remains unchanged, bringing the *total new minimum* to **R10.33** per week (i.e. the R8.53 plus the R1,80) and the *total new maximum* to **R17.44** per week (i.e. the R15.65 plus the R1,80). Companies are to ensure that the correct union fee deductions are implemented and transmitted to the Bargaining Council as part of your monthly returns.

NB: For all Non-Union Members, an Agency Fee deduction of 1% of the basic weekly wage with the minimum of **R8.53** per week and the maximum of **R15.64** per week is applicable. Companies are to ensure that the correct agency fee deductions are implemented and transmitted to the bargaining council as part of your monthly returns.

4. EMPLOYER AGENCY SHOP FEE

The Employer Agency Shop Fee is payable by employers who are not members of the Employers' Association and remains unaltered for employers who employ 60 or less employees is **R250.00** per month and it is **R4.25** per employee per month for employers who employ more than 61 and more employees.

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 remaining one (1) day's 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

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 Developmental Matters Agenda.

8. MACHINIST QUALIFYING PERIOD

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

9. DEVELOPMENTAL MATTERS

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

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

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 FOR NON-COMPLIANCE

The joint and several liability provisions regarding sub-contracting by compliant companies 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

The parties to the Council agreed 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 in 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:

"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 qualified machinist's rate, for non-metro areas with effect 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.

16. SCHEDULE OF DEDUCTIONS

A revised schedule of weekly deductions and contributions accompanies this circular

17. NON-METRO AREAS (for the purposes of this circular, means all areas of the old Province of the Transvaal not covered by Parts D (Clothing) and E (Knitting) of the Council's National Main Collective Agreement for the Northern Region)

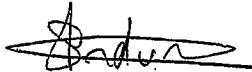
A separate circular is being distributed to all establishments in the non-metro areas, nationally.

18. COUNCIL'S WEBSITE (www.nbc.org.za)

The Council's website on the Internet is regularly being updated. Those who have access to the Internet can view and download the Main & Provident Fund Collective Agreements of the various "metro" and non-metro areas. These are in the form of consolidated agreements i.e. the original published agreements, updated for subsequent **published** amendments. This notice will also be added to the Council's website.

Any enquiries from employers who are members of any of the Employers' Associations should be directed to their Association. In the case of non-party establishments, enquiries should be directed to this Chamber's **Labour Affairs Department** on telephone no 011 402-2737.

Yours faithfully



SICELO NDUNA
ACTING REGIONAL SECRETARY



NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY

NORTHERN CHAMBER

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INFORMATION SCHEDULE

FREE STATE/NORTHERN CAPE REGION

**DEDUCTIONS AND CONTRIBUTIONS DUE TO THE NORTHERN CHAMBER OF THE COUNCIL, ITS FUNDS AND THE TRADE UNION
(NOT applicable to employers & employees who are subject to the provisions of Part I of the Council's National Main Collective Agreement pertaining to the Non-Metro Areas)**

DEDUCTIONS & CONTRIBUTIONS EFFECTIVE FROM 1 SEPTEMBER 2016 TO 31 AUGUST 2017

COUNCIL LEVIES	PROVIDENT FUND		INDUSTRY PROTECTION FUND	SACTWU SUBS. (for Union members ONLY)	SACTWU HIV/AIDS PROJECT	EMPLOYER AGENCY SHOP FEE
	Employee	Employer				
Employee: R2.45 per week	5,75% of each individual contributor's basic weekly wage, calculated to the nearest cent	7% of each individual contributor's basic weekly wage, calculated to the nearest cent	11 cents per week Payable by the Employer by means of a deduction from an Employee's wages	1% of each individual Trade Union member's basic wage rate plus R1,80 with a minimum of R10,33 per week and a maximum of R17,44 per week	57 cents per week Payable by EMPLOYER ONLY	60 or fewer employees: Lump sum if R250.00 p.m. (incl VAT) 61 and more employees: R4.25 per employee p.m. (incl VAT)
Employer: R2.65 per week	Payable to : Clothing Industry (Northern Areas) Provident Fund No deduction made if contributor has worked for less than 20 hours in the week in which the deduction falls due.	Bank : Standard Bank Johannesburg Branch Account No: 000038628 Branch Code: 00020500	17 cents per week Payable by the employer per week.	UNION AGENCY FEE (i.r.o. NON-Union members) 1% of each NON Trade Union member's basic wage rate with a minimum of R8.53 per week and a maximum of R15.64 per week	SACTWU BURSARY FUND 38 cents per week Payable by EMPLOYER ONLY i.r.o each employee to whom this Agreement of the Council applies.	

MEDICAL BENEFIT SOCIETY	
Employee	Employer
R7.00 per week	R20.39 per week

PAYMENTS TO THE BARGAINING COUNCIL DUE BY 7TH DAY OF ENSUING MONTH:

	PAYABLE TO:	PAYMENT METHOD :
Council Levies	The Secretary National Bargaining Council for the Clothing Manufacturing Industry (Northern Areas Chamber) P O Box 5101 Johannesburg 2000	Cheques payable to: NBC Clothing – Northern Areas OR direct deposit into bank account, as follows: Bank: Nedbank Branch: Siemert Road Branch Code: 19 52 05 Account No: 1923053833
Medical Benefit Society Contributions		
Industry Protection Fund		
Agency Shop Fee		
SACTWU Subscriptions, Bursary Fund & HIV/AIDS Project Contributions		

**NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY
FREE STATE AND NORTHERN CAPE REGION NEW WAGE RATES NEGOTIATED BY THE PARTIES
FOR THE PERIOD 01 SEPTEMBER 2016 TO 31 AUGUST 2017**

WAGES		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)				
DESCRIPTION OF OCCUPATION		Wages per Week from 01 Sep 2015 to 31 Aug 2016	New Employees on Incentivised Scheme Effective 1 September 2015	Across the board Increase 8%	Wages per Week from 01 Sep 2016 to 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016
		R	R	R	R	R
A. ALL AREAS						
(i)	(a) Foreman	2 823.00	2 258.50	226.00	3 049.00	2 439.00
	(b) Supervisor/Quality Controller					
	(i) Qualified	1 153.50	923.00	92.50	1 246.00	997.00
	(ii) Learners					
	first six months of experience	792.00	633.50	63.50	855.50	684.50
	second six months of experience	945.50	756.50	75.50	1 021.00	817.00
	Thereafter, the wage specified in (ii)(i) i.e.	1 153.50	923.00	92.50	1 246.00	997.00
	(c) Cloakroom Supervisor/Watchman	804.00	643.00	64.50	868.50	695.00
	(d) Mechanic	2 648.00	2 118.50	212.00	2 860.00	2 288.00
	(e) Unqualified Mechanic	986.50	789.00	79.00	1 065.50	852.50
	(f) Watchman	804.00	643.00	64.50	868.50	695.00
	(g) Labourer	628.50	503.00	50.50	679.00	543.00
	(h) Boiler Attendant	691.00	553.00	55.50	746.50	597.00
(ii)	Pattern Grader					
	(i) Qualified	1 495.50	1 196.50	119.50	1 615.00	1 292.00
	(ii) Learners					
	first six months of experience	577.50	462.00	46.00	623.50	499.00
	second six months of experience	692.00	553.50	55.50	747.50	598.00
	third six months of experience	806.00	645.00	64.50	870.50	696.50
	fourth six months of experience	923.00	738.50	74.00	997.00	797.50
	fifth six months of experience	1 036.50	829.00	83.00	1 119.50	895.50
	sixth six months of experience	1 149.50	919.50	92.00	1 241.50	993.00
	seventh six months of experience	1 264.50	1 011.50	101.00	1 365.50	1 092.50
	next four months of experience	1 379.00	1 103.00	110.50	1 489.50	1 191.50
	Thereafter, the wage specified in (ii)(i) i.e.	1 495.50	1 196.50	119.50	1 615.00	1 292.00
(iii)	Marker-In					
	(i) Qualified	1 153.50	923.00	92.50	1 246.00	997.00
	(ii) Learners					
	first six months of experience	577.50	462.00	46.00	623.50	499.00
	second six months of experience	648.00	518.50	52.00	700.00	560.00
	third six months of experience	724.50	579.50	58.00	782.50	626.00
	fourth six months of experience	794.00	635.00	63.50	857.50	686.00
	fifth six months of experience	867.50	694.00	69.50	937.00	749.50
	sixth six months of experience	937.00	749.50	75.00	1 012.00	809.50
	seventh six months of experience	1 009.50	807.50	81.00	1 090.50	872.50
	next four months of experience	1 080.00	864.00	86.50	1 166.50	933.00
	Thereafter, the wage specified in (iii)(i) i.e.	1 153.50	923.00	92.50	1 246.00	997.00
(iv)	Shaper & Chopper-out, other than an interlining and/or trimming chopper-out					
	(i) Qualified	924.50	739.50	74.00	998.50	799.00
	(ii) Learners					
	first six months of experience	548.50	439.00	44.00	592.50	474.00
	second six months of experience	612.00	489.50	49.00	661.00	529.00
	third six months of experience	675.50	540.50	54.00	729.50	583.50
	fourth six months of experience	737.50	590.00	59.00	796.50	637.00
	fifth six months of experience	799.50	639.50	64.00	863.50	691.00
	next four months of experience	862.50	690.00	69.00	931.50	745.00

**NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY
FREE STATE AND NORTHERN CAPE REGION NEW WAGE RATES NEGOTIATED BY THE PARTIES
FOR THE PERIOD 01 SEPTEMBER 2016 TO 31 AUGUST 2017**

DESCRIPTION OF OCCUPATION		Wages per Week from 01 Sep 2015 to 31 Aug 2016	New Employees on Incentivised Scheme Effective 1 September 2016	Across the board Increase 8%	Wages per Week from 01 Sep 2016 to 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016
		R	R	R	R	R
	Thereafter, the wage specified in (iv)(i) i.e.	924.50	739.50	74.00	998.50	799.00
(v)	Checker, Examiner and/or Passer					
	(i) Qualified	804.00	643.00	64.50	868.50	695.00
	(ii) Learners					
	first six months of experience	548.50	439.00	44.00	592.50	474.00
	second six months of experience	612.00	489.50	49.00	661.00	529.00
	third six months of experience	675.50	540.50	54.00	729.50	583.50
	next four months of experience	738.00	590.50	59.00	797.00	637.50
	Thereafter, the wage specified in (v)(i) i.e.	804.00	643.00	64.50	868.50	695.00
(vi)	(a) Invoice Clerk					
	(i) Qualified	1 153.50	923.00	92.50	1 246.00	997.00
	(ii) Learners					
	first six months of experience	831.50	665.00	66.50	898.00	718.50
	Thereafter, the wage specified in (vi)(a)(i)	1 153.50	923.00	92.50	1 246.00	997.00
	(b) Despatch Clerk, Factory Clerk and/or Stores Clerk					
	(i) Qualified	845.00	676.00	67.50	912.50	730.00
	(ii) Learners					
	first six months of experience	607.00	485.50	48.50	655.50	524.50
	second six months of experience	725.50	580.50	58.00	783.50	627.00
	Thereafter, the wage specified in (vi)(b)(i) i.e.	845.00	676.00	67.50	912.50	730.00
(vii)	Sewing Machinist engaged in setting in sleeves and/or sewing round men's and ladies' tailored coats and overcoats:					
	(i) Qualified	910.00	728.00	73.00	983.00	786.50
	(ii) Learners					
	first six months of experience	548.50	439.00	44.00	592.50	474.00
	second six months of experience	608.50	487.00	48.50	657.00	525.50
	third six months of experience	668.00	534.50	53.50	721.50	577.00
	fourth six months of experience	728.00	582.50	58.00	786.00	629.00
	fifth six months of experience	788.00	630.50	63.00	851.00	681.00
	next four months of experience	850.00	680.00	68.00	918.00	734.50
	Thereafter, the wage specified in (vii)(i) i.e.	910.00	728.00	73.00	983.00	786.50
(viii)	Driver of a Motor Vehicle, the unladen mass of which together with the unladen mass of any trailer/trailers drawn by such vehicle—:					
	(a) Does not exceed 2 722 kg	995.50	796.50	79.50	1 075.00	860.00
	(b) Exceeds 2 722 kg	1 156.50	925.00	92.50	1 249.00	999.00
(ix)	Part-time Driver of a Motor Vehicle	906.00	725.00	72.50	978.50	783.00
(x)	Knitting Machine Operator					
	(i) Qualified	1 185.00	948.00	95.00	1 280.00	1 024.00
	(ii) Learners					
	first six months of experience	548.50	439.00	44.00	592.50	474.00
	second six months of experience	656.00	525.00	52.50	708.50	567.00
	third six months of experience	761.00	609.00	61.00	822.00	657.50
	fourth six months of experience	868.00	694.50	69.50	937.50	750.00
	fifth six months of experience	972.50	778.00	78.00	1 050.50	840.50
	next four months of experience	1 080.50	864.50	86.50	1 167.00	933.50
	Thereafter, the wage specified in (x)(i) i.e.	1 185.00	948.00	95.00	1 280.00	1 024.00

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DESCRIPTION OF OCCUPATION		Wages per Week from 01 Sep 2015 to 31 Aug 2016	New Employees on Incentivised Scheme Effective 1 September 2015	Across the board Increase 8%	Wages per Week from 01 Sep 2016 to 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016
		R	R	R	R	R
(xi)	Maintenance hand					
	(i) Qualified	680.00	544.00	54.50	734.50	587.50
	(ii) Learners					
	first six months of experience	548.50	439.00	44.00	592.50	474.00
	second six months of experience	575.00	460.00	46.00	621.00	497.00
	third six months of experience	597.00	477.50	48.00	645.00	516.00
	fourth six months of experience	625.00	500.00	50.00	675.00	540.00
	next four months of experience	655.50	524.50	52.50	708.00	566.50
	Thereafter, the wage specified in (xi)(i) i.e.	680.00	544.00	54.50	734.50	587.50
B. IN THE MAGISTERIAL DISTRICTS OF BLOEMFONTEIN, KIMBERLEY AND KROONSTAD						
(i) (a)	Sewing Machinist					
	(i) Qualified	804.00	643.00	64.50	868.50	695.00
	(ii) Learners					
	first six months of experience	548.50	439.00	44.00	592.50	474.00
	second six months of experience	590.50	472.50	47.00	637.50	510.00
	third six months of experience	632.50	506.00	50.50	683.00	546.50
	Thereafter, the wage specified in (i)(i) i.e.	804.00	643.00	64.50	868.50	695.00
(i) (b)	Invisible Mender, Finisher, Presser, Trimmer, Marker-In and/or Chopper-out of linings and trimmings, Former Scriber and Screen Printer					
	(i) Qualified	804.00	643.00	64.50	868.50	695.00
	(ii) Learners					
	first six months of experience	548.50	439.00	44.00	592.50	474.00
	second six months of experience	590.50	472.50	47.00	637.50	510.00
	third six months of experience	632.50	506.00	50.50	683.00	546.50
	fourth six months of experience	675.50	540.50	54.00	729.50	583.50
	fifth six months of experience	717.50	574.00	57.50	775.00	620.00
	next four months of experience	760.50	608.50	61.00	821.50	657.00
	Thereafter, the wage specified in (i)(i) i.e.	804.00	643.00	64.50	868.50	695.00
	Set Leader and/or Team Leader	854.00	683.00	68.50	922.50	738.00
(ii)	General Worker/Pleater					
	(i) Qualified	607.00	485.50	48.50	655.50	524.50
	(ii) Learners					
	first six months of experience	548.50	439.00	44.00	592.50	474.00
	second six months of experience	576.50	461.00	46.00	622.50	498.00
	Thereafter, the wage specified in (ii)(i) i.e.	607.00	485.50	48.50	655.50	524.50
(iii)	Despatch Packer and Layer-up					
	(i) Qualified	628.00	502.50	50.00	678.00	542.50
	(ii) Learners					
	first six months of experience	548.50	439.00	44.00	592.50	474.00
	second six months of experience	587.50	470.00	47.00	634.50	507.50
	Thereafter, the wage specified in (iii)(i) i.e.	628.00	502.50	50.00	678.00	542.50
(iv)	Plain Sewer					
	(i) Qualified	656.00	525.00	52.50	708.50	567.00
	(ii) Learners					
	first six months of experience	548.50	439.00	44.00	592.50	474.00
	Thereafter, the wage specified in (iv)(i) i.e.	656.00	525.00	52.50	708.50	567.00
(v)	Sample Machinist	914.00	731.00	73.00	987.00	789.50
C. IN THE MAGISTERIAL DISTRICTS OF FRANKFORT, PARYS AND VREDEFORT						

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DESCRIPTION OF OCCUPATION		Wages per Week from 01 Sep 2015 to 31 Aug 2016	New Employees on Incentivised Scheme Effective 1 September 2016	Across the board Increase 8%	Wages per Week from 01 Sep 2016 to 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016
		R	R	R	R	R
(i) (a)	Sewing Machinist					
	(i) Qualified:	760.00	608.00	64.50	824.50	659.50
	(ii) Learners:					
	first six months of experience	521.00	417.00	44.00	565.00	452.00
	second six months of experience	560.50	448.50	47.00	607.50	486.00
	third six months of experience	600.50	480.50	50.50	651.00	521.00
	Thereafter, the wage specified in (i)(a)(i)	760.00	608.00	64.50	824.50	659.50
(i) (b)	Invisible Mender, Finisher, Presser, Trimmer, Marker-In and/or Chopper-out of linings and trimmings. Former Scriber and Screen Printer:					
	(i) Qualified:	760.00	608.00	64.50	824.50	659.50
	(ii) Learners:					
	first six months of experience	521.00	417.00	44.00	565.00	452.00
	second six months of experience	560.50	448.50	47.00	607.50	486.00
	third six months of experience	600.50	480.50	50.50	651.00	521.00
	fourth six months of experience	640.00	512.00	54.00	694.00	555.00
	fifth six months of experience	679.00	543.00	57.50	736.50	589.00
	Next four months of experience	719.00	575.00	61.00	780.00	624.00
	Thereafter, the wage specified in (i)(b)(i)	760.00	608.00	64.50	824.50	659.50
	Set Leader and/or Team Leader	808.00	646.50	68.50	876.50	701.00
(ii)	General Worker/Pleater					
	(i) Qualified	582.50	466.00	48.50	631.00	505.00
	(ii) Learners					
	first six months of experience	521.00	417.00	44.00	565.00	452.00
	second six months of experience	552.00	441.50	46.00	598.00	478.50
	Thereafter, the wage specified in (ii)(i) i.e.	582.50	466.00	48.50	631.00	505.00
(iii)	Despatch Packer					
	(i) Qualified	608.00	486.50	50.00	658.00	526.50
	(ii) Learners					
	first six months of experience	521.00	417.00	44.00	565.00	452.00
	second six months of experience	564.00	451.00	47.00	611.00	489.00
	Thereafter, the wage specified in (iii)(i) i.e.	608.00	486.50	50.00	658.00	526.50
(iv)	Layer-Up					
	(i) Qualified	603.00	482.50	50.00	653.00	522.50
	(ii) Learners					
	first six months of experience	521.00	417.00	44.00	565.00	452.00
	second six months of experience	564.50	451.50	47.00	611.50	489.00
	Thereafter, the wage specified in (iii)(i) i.e.	615.00	492.00	50.00	665.00	532.00
(v)	Plain Sewer					
	(i) Qualified	629.50	503.50	52.50	682.00	545.50
	(ii) Learners					
	first six months of experience	523.50	419.00	44.00	567.50	454.00
	Thereafter, the wage specified in (iv)(i) i.e.	629.50	503.50	52.50	682.00	545.50
(vi)	Sample Machinist	863.50	691.00	73.00	936.50	749.00
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.						

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WAGES		GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)				
DESCRIPTION OF OCCUPATION		Wages 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%	Wages per Week from 01 Sep 2016 to 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%
		R	R	R	R	R
A. ALL AREAS						
(i)	(a) Foreman	2 836.00	2 269.00	227.00	3 063.00	2 450.50
	(b) Supervisor/Quality Controller					
	(i) Qualified	1 160.00	928.00	93.00	1 253.00	1 002.50
	(ii) Learners					
	first six months of experience	795.50	636.50	63.50	859.00	687.00
	second six months of experience	949.50	759.50	76.00	1 025.50	820.50
	Thereafter, the wage specified in (ii)(i) i.e.	1 160.00	928.00	93.00	1 253.00	1 002.50
	(c) Cloakroom Supervisor/Watchman	806.50	645.00	64.50	871.00	697.00
	(d) Mechanic	2 661.00	2 129.00	213.00	2 874.00	2 299.00
	(e) Unqualified Mechanic	992.50	794.00	79.50	1 072.00	857.50
	(f) Watchman	806.50	645.00	64.50	871.00	697.00
	(g) Labourer	631.00	505.00	50.50	681.50	545.00
	(h) Boiler Attendant	693.50	555.00	55.50	749.00	599.00
(ii)	Pattern Grader					
	(i) Qualified	1 502.00	1 201.50	120.00	1 622.00	1 297.50
	(ii) Learners					
	first six months of experience	580.00	464.00	46.50	626.50	501.00
	second six months of experience	694.50	555.50	55.50	750.00	600.00
	third six months of experience	810.00	648.00	65.00	875.00	700.00
	fourth six months of experience	927.00	741.50	74.00	1 001.00	801.00
	fifth six months of experience	1 040.00	832.00	83.00	1 123.00	898.50
	sixth six months of experience	1 155.00	924.00	92.50	1 247.50	998.00
	seventh six months of experience	1 270.00	1 016.00	101.50	1 371.50	1 097.00
	next four months of experience	1 384.00	1 107.00	110.50	1 494.50	1 195.50
	Thereafter, the wage specified in (ii)(i) i.e.	1 502.00	1 201.50	120.00	1 622.00	1 297.50
(iii)	Marker-In					
	(i) Qualified	1 160.00	928.00	93.00	1 253.00	1 002.50
	(ii) Learners					
	first six months of experience	580.00	464.00	46.50	626.50	501.00
	second six months of experience	651.50	521.00	52.00	703.50	563.00
	third six months of experience	726.50	581.00	58.00	784.50	627.50
	fourth six months of experience	797.00	637.50	64.00	861.00	689.00
	fifth six months of experience	870.00	696.00	69.50	939.50	751.50
	sixth six months of experience	941.50	753.00	75.50	1 017.00	813.50
	seventh six months of experience	1 015.00	812.00	81.00	1 096.00	877.00
	next four months of experience	1 084.50	867.50	87.00	1 171.50	937.00
	Thereafter, the wage specified in (iii)(i) i.e.	1 160.00	928.00	93.00	1 253.00	1 002.50
(iv)	Shaper & Chopper-out, other than an interlining and/or trimming chopper-out					
	(i) Qualified	929.50	743.50	74.50	1 004.00	803.00
	(ii) Learners					
	first six months of experience	552.00	441.50	44.00	596.00	477.00
	second six months of experience	614.50	491.50	49.00	663.50	531.00
	third six months of experience	680.00	544.00	54.50	734.50	587.50
	fourth six months of experience	740.00	592.00	59.00	799.00	639.00
	fifth six months of experience	804.00	643.00	64.50	868.50	695.00
	next four months of experience	866.50	693.00	69.50	936.00	749.00

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DESCRIPTION OF OCCUPATION		Wages per Week from 01 Sep 2015 to 31 Aug 2016	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%	Across the Board Increase 8%	Wages per Week from 01 Sep 2016 to 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%
		R	R	R	R	R
	Thereafter, the wage specified in (iv)(i)	929.50	743.50	74.50	1 004.00	803.00
(v)	Checker, Examiner and/or Passer					
	(i) Qualified	806.50	645.00	64.50	871.00	697.00
	(ii) Learners					
	first six months of experience	552.00	441.50	44.00	596.00	477.00
	second six months of experience	614.50	491.50	49.00	663.50	531.00
	third six months of experience	680.00	544.00	54.50	734.50	587.50
	next four months of experience	740.50	592.50	59.00	799.50	639.50
	Thereafter, the wage specified in (v)(i) i.e.	806.50	645.00	64.50	871.00	697.00
(vi)	(a) Invoice Clerk					
	(i) Qualified	1 160.00	928.00	93.00	1 253.00	1 002.50
	(ii) Learners					
	first six months of experience	834.50	667.50	67.00	901.50	721.00
	Thereafter, the wage specified in (vi)(a)(i)	1 160.00	928.00	93.00	1 253.00	1 002.50
	(b) Despatch Clerk, Factory Clerk and/or Stores Clerk					
	(i) Qualified	848.50	679.00	68.00	916.50	733.00
	(ii) Learners					
	first six months of experience	609.00	487.00	48.50	657.50	526.00
	second six months of experience	728.00	582.50	58.00	786.00	629.00
	Thereafter, the wage specified in (vi)(b)(i)	848.50	679.00	68.00	916.50	733.00
(vii)	Sewing Machinist engaged in setting in sleeves and/or sewing round men's and ladies' tailored coats and overcoats:					
	(i) Qualified	914.00	731.00	73.00	987.00	789.50
	(ii) Learners					
	first six months of experience	552.00	441.50	44.00	596.00	477.00
	second six months of experience	612.00	489.50	49.00	661.00	529.00
	third six months of experience	670.50	536.50	53.50	724.00	579.00
	fourth six months of experience	731.00	585.00	58.50	789.50	631.50
	fifth six months of experience	793.00	634.50	63.50	856.50	685.00
	next four months of experience	854.00	683.00	68.50	922.50	738.00
	Thereafter, the wage specified in (vii)(i)	914.00	731.00	73.00	987.00	789.50
(viii)	Driver of a Motor Vehicle, the unladen mass of which together with the unladen mass of any trailer/trailers drawn by such vehicle—:					
	(a) Does not exceed 2 722 kg	1 000.00	800.00	80.00	1 080.00	864.00
	(b) Exceeds 2 722 kg	1 162.00	929.50	93.00	1 255.00	1 004.00
(ix)	Part-time Driver of a Motor Vehicle	910.00	728.00	73.00	983.00	786.50
(x)	Knitting Machine Operator					
	(i) Qualified	1 191.50	953.00	95.50	1 287.00	1 029.50
	(ii) Learners					
	first six months of experience	552.00	441.50	44.00	596.00	477.00
	second six months of experience	660.00	528.00	53.00	713.00	570.50
	third six months of experience	764.00	611.00	61.00	825.00	660.00
	fourth six months of experience	870.50	696.50	69.50	940.00	752.00
	fifth six months of experience	977.00	781.50	78.00	1 055.00	844.00
	next four months of experience	1 086.00	869.00	87.00	1 173.00	938.50
	Thereafter, the wage specified in (x)(i) i.e.	1 191.50	953.00	95.50	1 287.00	1 029.50

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		R	R	R	R	R
(xi)	Maintenance hand					
	(i) Qualified	682.50	546.00	54.50	737.00	589.50
	(ii) Learners					
	first six months of experience	552.00	441.50	44.00	596.00	477.00
	second six months of experience	577.50	462.00	46.00	623.50	499.00
	third six months of experience	600.00	480.00	48.00	648.00	518.50
	fourth six months of experience	629.00	503.00	50.50	679.50	543.50
	next four months of experience	659.50	527.50	53.00	712.50	570.00
	Thereafter, the wage specified in (xi)(i)	682.50	546.00	54.50	737.00	589.50
B. IN THE MAGISTERIAL DISTRICTS OF BLOEMFONTEIN, KIMBERLEY AND KROONSTAD						
(i) (a)	Sewing Machinist					
	(i) Qualified	806.50	645.00	64.50	871.00	697.00
	(ii) Learners					
	first six months of experience	552.00	441.50	44.00	596.00	477.00
	second six months of experience	594.50	475.50	47.50	642.00	513.50
	third six months of experience	635.50	508.50	51.00	686.50	549.00
	Thereafter, the wage specified in (i)(i) i.e.	806.50	645.00	64.50	871.00	697.00
(i) (b)	Invisible Mender, Finisher, Presser, Trimmer, Marker-In and/or Chopper-out of linings and trimmings, Former Scriber and Screen Printer					
	(i) Qualified	806.50	645.00	64.50	871.00	697.00
	(ii) Learners					
	first six months of experience	552.00	441.50	44.00	596.00	477.00
	second six months of experience	594.50	475.50	47.50	642.00	513.50
	third six months of experience	635.50	508.50	51.00	686.50	549.00
	fourth six months of experience	680.00	544.00	54.50	734.50	587.50
	fifth six months of experience	721.00	577.00	57.50	778.50	623.00
	next four months of experience	763.50	611.00	61.00	824.50	659.50
	Thereafter, the wage specified in (i)(i) i.e.	806.50	645.00	64.50	871.00	697.00
	Set Leader and/or Team Leader	857.50	686.00	68.50	926.00	741.00
(ii)	General Worker/Pleater					
	(i) Qualified	609.00	487.00	48.50	657.50	526.00
	(ii) Learners					
	first six months of experience	552.00	441.50	44.00	596.00	477.00
	second six months of experience	578.50	463.00	46.50	625.00	500.00
	Thereafter, the wage specified in (ii)(i) i.e.	609.00	487.00	48.50	657.50	526.00
(iii)	Despatch Packer and Layer-up					
	(i) Qualified	630.50	504.50	50.50	681.00	545.00
	(ii) Learners					
	first six months of experience	552.00	441.50	44.00	596.00	477.00
	second six months of experience	590.00	472.00	47.00	637.00	509.50
	Thereafter, the wage specified in (iii)(i) i.e.	630.50	504.50	50.50	681.00	545.00
(iv)	Plain Sewer					
	(i) Qualified	660.00	528.00	53.00	713.00	570.50
	(ii) Learners					
	first six months of experience	552.00	441.50	44.00	596.00	477.00
	Thereafter, the wage specified in (iv)(i)	660.00	528.00	53.00	713.00	570.50
(v)	Sample Machinist	918.50	735.00	73.50	992.00	793.50

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		R	R	R	R	R
C. IN THE MAGISTERIAL DISTRICTS OF FRANKFORT, PARYS AND VREDEFORT						
(i) (a)	Sewing Machinist					
	(i) Qualified:	762.50	610.00	64.50	827.00	661.50
	(ii) Learners:					
	first six months of experience	524.50	419.50	44.00	568.50	455.00
	second six months of experience	564.50	451.50	47.50	612.00	489.50
	third six months of experience	603.50	483.00	51.00	654.50	523.50
	Thereafter, the wage specified in (i)(a)(i)	762.50	610.00	64.50	827.00	661.50
(i) (b)	Invisible Mender, Finisher, Presser, Trimmer, Marker-In and/or Chopper-out of linings and trimmings. Former Scriber and Screen Printer:					
	(i) Qualified:	762.50	610.00	64.50	827.00	661.50
	(ii) Learners:					
	first six months of experience	524.50	419.50	44.00	568.50	455.00
	second six months of experience	564.50	451.50	47.50	612.00	489.50
	third six months of experience	603.50	483.00	51.00	654.50	523.50
	fourth six months of experience	644.50	515.50	54.50	699.00	559.00
	fifth six months of experience	682.50	546.00	57.50	740.00	592.00
	Next four months of experience	722.00	577.50	61.00	783.00	626.50
	Thereafter, the wage specified in (i)(b)(i)	762.50	610.00	64.50	827.00	661.50
	Set Leader and/or Team Leader	811.50	649.00	68.50	880.00	704.00
(ii)	General Worker/Pleater					
	(i) Qualified	584.50	467.50	48.50	633.00	506.50
	(ii) Learners					
	first six months of experience	524.50	419.50	44.00	568.50	455.00
	second six months of experience	554.00	443.00	46.50	600.50	480.50
	Thereafter, the wage specified in (ii)(i) i.e.	584.50	467.50	48.50	633.00	506.50
(iii)	Despatch Packer					
	(i) Qualified	610.50	488.50	50.50	661.00	529.00
	(ii) Learners					
	first six months of experience	524.50	419.50	44.00	568.50	455.00
	second six months of experience	566.50	453.00	47.00	613.50	491.00
	Thereafter, the wage specified in (iii)(i) i.e.	610.50	488.50	50.50	661.00	529.00
(iv)	Layer-Up					
	(i) Qualified	605.50	484.50	50.50	656.00	525.00
	(ii) Learners					
	first six months of experience	524.50	419.50	44.00	568.50	455.00
	second six months of experience	567.00	453.50	47.00	614.00	491.00
	Thereafter, the wage specified in (iii)(i) i.e.	618.00	494.50	50.50	668.50	535.00
(v)	Plain Sewer					
	(i) Qualified	631.50	505.00	53.00	684.50	547.50
	(ii) Learners					
	first six months of experience	525.50	420.50	44.00	569.50	455.50
	Thereafter, the wage specified in (iv)(i)	631.50	505.00	53.00	684.50	547.50
(vi)	Sample Machinist	864.50	691.50	73.50	938.00	750.50
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.						