



NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY

HEAD OFFICE

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CIRCULAR NO. NBC/3/2016

Telephone Enquiries: Labour Affairs Department

2 September 2016

TO : ALL CLOTHING AND GARMENT KNITTING ESTABLISHMENTS (INCLUDING HOSIERY AND MILLINERY) IN THE REPUBLIC OF SOUTH AFRICA (OTHER THAN THOSE EMPLOYERS AND EMPLOYEES WHO ARE SUBJECT TO THE SCOPE OF THOSE PARTS OF THE COUNCIL'S NATIONAL MAIN COLLECTIVE AGREEMENT COVERING THE VARIOUS "METRO" AREAS) I.E. ALL EMPLOYERS SUBJECT TO PART I THE COUNCIL'S NATIONAL MAIN COLLECTIVE AGREEMENT FOR THE **NON-METRO AREAS**

Dear Sir/Madam

INFORMATION CIRCULAR TO THE INDUSTRY FOLLOWING THE 2016 ROUND OF INDUSTRY NEGOTIATIONS

NON-METRO AREAS

The Parties to the National Bargaining Council have concluded a Collective Agreement and 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 Non-Metro (Part I of the Council's National Main Collective Agreement) are set out below.

1. INCREASE TO TOTAL LABOUR COST

NON-METRO "A" AREAS

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.

NON-METRO "B" AREAS

The wage increase shall be R62.00 per week for all other job categories, with effect from 1 September 2016. All other employer contributions shall increase by a total labour cost increase of 8%.

The increase shall be back-dated to 1 September 2016 and back pay will be due. The new wage schedule for the first year of the Agreement, incorporating the new wage rates after the 2016/2018 agreed increases, is attached.

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.

2. NEW CEILING WAGE RATES

The new ceiling rates are as follows:

Area	Period commencing 1 September 2016 to 31 August 2017		
	ANNUAL	MONTHLY	WEEKLY
Magisterial Districts of Camperdown, uMzinto, Paarl, Stellenbosch and Uitenhage	117 858.00	R9 821.50	R2 266.50
All other Areas	109 020.00	R9 085.00	R2 096.50

3. CONTRIBUTIONS

3.1 Provident Fund

Employer Contribution Rate:

For the 2016/2017 Agreement period, the **Employer's** contribution rate to the Provident Fund **remains unaltered at 4%** of the weekly wage rate, which rate is based on an employee's actual basic wage.

The employer contribution shall be improved by 0.5% from 4% to 4.5%, commencing 1 September 2017 and thereafter a further 0,5% improvement shall be implemented until a target of 7.5% is reached.

Employee Contribution Rate:

For the 2016/2017 Agreement period, the **Employees'** contribution rate to the Provident Fund **remains unaltered at 4%**, which rate is based on an employee's actual basic wage.

The employee contribution shall also be improved from 1 September 2017 by 0,5% till a target of 6.5% is reached.

With effect from 1 September 2016, the balloting provision in the Main Agreement has been scrapped.

3.2 Bargaining Council Levy

The percentage of the Bargaining Council Levy payable by the employer **remains unaltered at 0.47%** of a qualified machinist's rate of pay in "other areas", and this equates to **R3.94** per employee per week, with effect from 1 September 2016.

The percentage of the Bargaining Council Levy payable by the employee **remains unchanged at 0.37%** of a qualified machinist's rate of pay in "other areas", and this equates to **R3.10** per employee per week with effect from 1 September 2016.

3.3 SACTWU HIV/AIDS Project

The HIV/AIDS contribution **payable by the Employer increases to 50 cents** per employee per week.

4. TRADE UNION DEDUCTIONS

The **Trade Union Subscription (Closed Shop)** rate for its members changes to 1% of the member's basic wage rate with a **new minimum** of **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 R15.64 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.

5. SHOP STEWARDS TIME OFF

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

5.2 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.

6. 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.

7. 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.

8. 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.

9. 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 convenor of this working group.

10. 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.

11. 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.

12. 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.

13. BACKPAY

13.1 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.

13.2 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.

13.3 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".

14. OTHER CONDITIONS

14.1 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.

14.2 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.

14.3 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.

14.4 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.

15. SCHEDULE OF DEDUCTIONS

A revised schedule of weekly deductions and contributions is enclosed.

16. SCOPE OF THIS CIRCULAR

Part I of the Council's National Main Collective Agreement for the Non-Metro Areas covers **ALL** areas of the Republic of South Africa, excluding those areas or magisterial districts covered by the scope of the collective agreements for the Council's various "metro" areas, i.e. the **whole** of the Republic of South Africa **EX**cluding the following:

- (i) In the Province of the Eastern Cape -
- (aa) Port Elizabeth, including that portion of Hankey which, prior to the publication of Government Notice No. 1515 of 4 October 1963, fell within the Magisterial District of Port Elizabeth, including that portion which was transferred by the publication of Government Notice No. 1687 of 5 September 1975 to Uitenhage and excluding that portion of Hankey which was transferred by Government Notice No. 1974 of 26 September 1980 to Port Elizabeth; and
- (bb) East London, including that portion which was transferred to Mdantsane by Government Notice No. 1481 of 27 August 1971, excluding those portions of the Ciskei that were transferred to East London by Government Notice No. 1877 of 4 September 1981 and Government Notice No. 1079 of 10 June 1988 and including that portion that was transferred to Ciskei by Government Notice No. 2354 of 5 October 1990.
- (ii) In the Province of Kwazulu-Natal -
The Magisterial Districts of Chatsworth, Durban, Inanda, Lower Tugela, Pietermaritzburg and Pinetown;
- (iii) In the Province of the Free State -
The Magisterial Districts of Bloemfontein, Frankfort, Kroonstad, Parys and Vredefort;
- (iv) In the Province of the Northern Cape -
The Magisterial District of Kimberley;
- (v) In the Province of Gauteng, but only in as much as in respect of garment knitting establishments which fall within the scope of application of the Main Collective Agreement for the Northern Region (Knitting) is concerned -
- The Magisterial Districts of Alberton, Benoni, Germiston, Johannesburg and Roodepoort as well as only those portions of the City of Tswane, including only those portions of the Southern Pretoria Metropolitan Substructure, the Central Pretoria Metropolitan Substructure and the Northern Pretoria Metropolitan Substructure established in terms of the Premier of the Province of PWV Proclamation No 38 of 1994 published in Provincial Gazette Extraordinary No 5064 of 8 December 1994 as amended by the Premier's Notice No 43 of 1995 published in Provincial Gazette Extraordinary No 66 of 1 September 1995, which previously made up the 'municipal area of Pretoria' as such existed immediately prior to the establishment of the Transitional Metropolitan Council with Transitional Metropolitan Substructures in respect of the Greater Pretoria Metropolitan Area published under aforementioned Proclamation No 38 of 1994;"
- (vi) As far as the scope of application of the Main Collective Agreement for the Northern Region (Clothing) and Fund Collective Agreement for the Northern Region is concerned:
- The Province of the Transvaal, as it existed prior to the coming into operation of the Constitution of the Republic of South Africa, 1993 (Act No. 200 of 1993), but only in respect of clothing establishments which fall within the scope of application of the Main Collective Agreement for the Northern Region (Clothing) and the Fund Collective Agreement for the Northern Region;
- (vii) In the Province of the Western Cape -
- The Magisterial Districts of Bellville, George, Goodwood, Malmesbury (including that portion from which the Magisterial District of Moorreesburg was constituted on 29 November 1985 by Government Notice 2649), Simon's Town, Somerset West, Strand, The Cape, Worcester and Wynberg, including those portions of the Magisterial Districts of Bellville, Goodwood, Simon's Town and Wynberg that were used to create the Magisterial District of Mitchell's Plain on 2 March 1992.

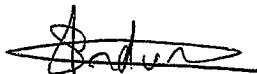
17. **NBC WEBSITE (www.nbc.org.za)**

The Council's website on the Internet is constantly being updated. Those who have access to the Internet can view and download the Main & Provident Fund Collective Agreements of the various "metro" areas and the Council's Non-Metro Agreement. 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 Parties to the Council should be directed to their Association. In the case of non-party establishments, enquiries should be directed to the relevant Labour Affairs Department as follows:

	Chamber Name	Street & Postal Address	Tel.	Fax
Provinces of the Free State, Gauteng, Limpopo, Mpumalanga, North West and the 13 x Magisterial Districts of Barkly West, Gordonia, Hartswater, Hay, Herbert, Hopetown, Kenhardt, Kimberley, Kuruman, Phillipstown, Postmasburg, Prieska and Warrenton, falling within the northern half of the Northern Cape Province.	Northern Chamber Regional Secretary Edgar Tamboer etamboer@cibc.co.za	2 nd Floor, Anchor House Building 100 Juta Street Braamfontein 2001 P O Box 5101 Johannesburg 2000	011 402 2737	011 402 7375
	Bloemfontein Branch Office (branch of the Northern Chamber) Regional Inspector: Frans Lubbe FLubbe@cibc.co.za	Ground Floor, Tourism Centre, Willows Park Road, WILLOWS, Bloemfontein P O Box 20272 WILLOWS Bloemfontein 9320	051 447 0197	051 447 0059
	PHUTHADITJHABA, QWA-QWA (Branch Office of the Northern Chamber) Admin Assistant: Evodia Qokweni QwaQwa@cibc.co.za	Office 112 New Naledi Mall Mampoi Street PHUTHADITJHABA 9866	058 713 3561	058 713 3596
KwaZulu-Natal Province	KwaZulu-Natal Chamber Labour Affairs Manager: Michael Seocharan /Roshin Ramsumer michael.kzn@nbc.org.za roshin.kzn@nbc.org.za	127/129 Magwaza Maphalala Street (Gale Street) Umbilo Durban 4001 P O Box 18354 Dalbridge 4014	031 362 0700	031 307 6716
	Ladysmith Branch Office (branch of the KZN Chamber): Ladysmith.kzn@nbc.org.za	Shop 11, 26 King Street Ladysmith 3370	036 635 3144	036 635 3145
	Newcastle Branch Office (branch of the KZN Chamber): Newcastle.kzn@nbc.org.za	2 Murchison Street Newcastle	034 326 4912	034 326 4916
Western Cape Province, Eastern Cape Province and the 13 x Magisterial Districts of Britstown, Calvinia, Carnarvon, Colesberg, De Aar, Fraserburg, Hanover, Namaqualand, Noupoot, Richmond, Sutherland, Victoria West and Williston, falling within the southern half of the Northern Cape Province.	Cape Chamber Labour Affairs Manager: Carmen Jeftha CJeftha@cibc.co.za	Industria House 350 Victoria Road Salt River 7925 P O Box 1142 Woodstock 7915	021 460 4000	021 447 0628

Yours faithfully



S NDUNA
GENERAL SECRETARY



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INFORMATION SCHEDULE FOR THE NON-METRO AREAS ONLY

**DEDUCTIONS AND CONTRIBUTIONS DUE TO THE COUNCIL AND THE TRADE UNION
(NOT applicable to employers & employees who are subject to the provisions
of the Council's Main Collective Agreements for its Metro Areas)**

DEDUCTIONS EFFECTIVE FROM 1 SEP 2016 TO 31 AUG 2017

COUNCIL LEVIES	PROVIDENT FUND	SACTWU SUBS. CLOSED SHOP	SACTWU HIV/AIDS PROJECT	ANNUAL BONUS
Payable by THE EMPLOYER: Calculated at 0.47% of a qualified machinist's rate of pay in "other areas" as defined in the attached wage schedule (This equates to R3.94 with effect from 1 September 2016)	In respect of each employee who has worked 9 ordinary hours or more during any pay week (<i>applicable in respect of all members of the PF, i.e. members earning within the ceiling rate as well as those members earning above the ceiling rate if they are existing members as at 31 Aug 16</i>): Payable by EMPLOYER 4,0% of the wage of each employee (Refer Council Circular No NBC/03/2006 dd 12 Sep 06 for blanket exemption granted for a reduction of R1.21 pw) and 4,0% of the wage payable by the EMPLOYEE by means of a deduction from the employee's wages	1% of each employee'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 R17.44 per week.	50 cents per employee per week Payable by EMPLOYER ONLY	1.5% of annual basic prescribed wage Payable by EMPLOYER ONLY
Payable by THE EMPLOYEE by means of a deduction from an employee's wages: Calculated at 0.37% of a qualified machinist's rate of pay in "other areas" (This equates to R3.10 with effect from 1 September 2016)	Payable by EMPLOYER 4,0% of the wage of each employee (Refer Council Circular No NBC/03/2006 dd 12 Sep 06 for blanket exemption granted for a reduction of R1.21 pw) and 4,0% of the wage payable by the EMPLOYEE by means of a deduction from the employee's wages			
				Payable i.r.o. employees earning up to R2 266.50 p.w. or R9 821.50 p.m. or R117 858.00 annually in the Magisterial Districts of Camperdown, uMzinto, Paarl, Stellenbosch and Uitenhage and R2 096.50 p.w. or R9 085.00 p.m. or R109 020.00 annually for all other areas for the period 1 September 2016 to 31 August 2017.

ALL ESTABLISHMENT FALLING UNDER THE KZN CHAMBER TO NOTE THAT ALL CONTRIBUTIONS ARE DUE BY THE 10TH DAY OF THE ENSUING MONTH:

	ADDRESSED TO:	PAYMENT METHOD :
Council/Chamber Levies	The Secretary National Bargaining Council for the Clothing Manufacturing Industry (KwaZulu-Natal Chamber)	Cheques payable to: NBC Clothing – KwaZulu-Natal OR
SACTWU Subscriptions, Bursary Fund & HIV/AIDS Project Contributions	P.O.BOX 18354 Dalbridge 4014	direct deposit into bank account, as follows: Bank: Standard Bank Branch: Glenwood Branch Code: 042526 Acc No: 051836750

PROVIDENT FUND CONTRIBUTIONS – to be paid directly into the Provident Fund Bank Account as Provided	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: Glenwood Branch Code: 042526 Acc No: 250213753 ***Factories may use the short name KZN CLOTHING PF for their EFT's
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ALL ESTABLISHMENT FALLING UNDER THE NORTHERN CHAMBER TO NOTE THAT PAYMENTS ARE DUE TO THE BARGAINING COUNCIL BY THE 7TH DAY OF THE ENSUING MONTH AND PAYABLE INTO THE RESPECTIVE BANKING ACCOUNTS SHOWN BELOW:

	PAYABLE TO:	PAYMENT METHOD :
Council Levies Medical Benefit Society Contributions Sick Pay Fund Contributions Industry Protection Fund Agency Shop Fee SACTWU Subscriptions, Bursary Fund & HIV/AIDS Project Contributions	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
PROVIDENT FUND CONTRIBUTIONS – to be paid directly into the Provident Fund Bank Account as Provided	The Principal Officer National Bargaining Council for the Clothing Manufacturing Industry (Northern Areas Chamber) P O Box 5101 Johannesburg 2000	Cheques payable to: Clothing Industry (Northern Chamber) Provident Fund. OR direct deposit into bank account, as follows: Bank: Standard Bank Branch: Johannesburg Branch Branch Code: 00020500 Account No: 000038628

ALL ESTABLISHMENT FALLING UNDER THE CAPE CHAMBER (WESTERN CAPE REGION) TO NOTE THAT PAYMENTS ARE DUE TO THE BARGAINING COUNCIL BY THE 14TH DAY OF THE ENSUING MONTH AND PAYABLE INTO THE RESPECTIVE BANKING ACCOUNTS SHOWN BELOW:

	ADDRESSED TO:	PAYMENT METHOD :
Council Levies Health Care Fund Contributions Industry Protection Fund Collective Bargaining & Dispute Resolution Levy: NON-PARTY EMPLOYERS ONLY SACTWU Subscriptions (or Agency fee iro non-SACTWU members), Bursary Fund, Capacity Building Fund & HIV/AIDS Project Contributions	The Regional Secretary National Bargaining Council for the Clothing Manufacturing Industry (Western Cape Sub Chamber) P O Box 1142 Woodstock 7915	Cheques payable to: NBC Clothing – Western Cape OR direct deposit into bank account, as follows: Bank: Standard Bank Branch: Thibault Square Branch Code: 020 909 Acc No: 07 122 315 0
PROVIDENT FUND CONTRIBUTIONS Employer and employee provident fund contributions are to be paid into the Provident Fund Bank Account as Provided.	The Regional Secretary National Bargaining Council for the Clothing Manufacturing Industry (Western Cape Sub Chamber) P O Box 1142 Woodstock 7915	PAYMENT METHOD : Cheques payable to: Cape Clothing Industry Provident Fund OR direct deposit into bank account, as follows: Bank: Standard Bank Branch: Victoria Road Branch Code: 020 909 Acc No: 07 122 3169

ALL ESTABLISHMENT FALLING UNDER THE CAPE CHAMBER (EASTERN CAPE REGION) TO NOTE THAT PROVIDENT FUND PAYMENTS ARE DUE TO THE BARGAINING COUNCIL BY THE 7TH DAY OF THE ENSUING MONTH AND ALL OTHER PAYMENTS ARE DUE BY THE 14TH DAY OF THE ENSUING MONTH INTO THE RESPECTIVE BANKING ACCOUNTS SHOWN BELOW:

CONTRIBUTION:	PAYABLE TO:	PAYMENT METHOD :
Council Levies, HIV/AIDS Project Contributions, SACTWU Subscriptions & Bursary Fund	The Regional Secretary National Bargaining Council for the Clothing Manufacturing Industry (Cape Chamber) P O Box 1142, Woodstock, 7915	Cheques payable to: NBC Clothing – Eastern Cape Sub- Office OR direct deposit into bank account, as follows: Bank: Standard Bank Branch: North End Branch Code: 00217 Account No: 80512542
Supplementary Benefits Fund / Clothing Industry Welfare Fund	The Regional Secretary National Bargaining Council for the Clothing Manufacturing Industry (Cape Chamber) P O Box 1142, Woodstock, 7915	Cheques payable to: NBC Clothing – Clothing Industry Welfare Fund Account OR direct deposit into bank account, as follows: Bank: Standard Bank Branch: Thibault Square Branch Code: 020 909 Account No: 07 1150986
Provident Fund Contributions EASTERN CAPE Non-Metro Provident Fund Contributions must be paid to: Cape Clothing Industry Provident Fund OR direct deposit into bank account, as follows: Bank: Standard Bank Branch: Victoria Road Branch Code: 020 909 Acc No: 07 122 3169	Absa Consultants & Actuaries P O Box 577 Port Elizabeth 6000	Cheques payable to: Clothing Industry Provident Fund OR direct deposit into bank account, as follows: Bank: ABSA Bank Branch: Santyger Branch Code: 632 356 Account No: 407 435 7534
Medical Aid Contributions	Vula Medical Aid P O Box 2338 Durban 4000	Cheques payable directly to addressees as indicated

Category / Occupation	In the Magisterial Districts of Camperdown, uMzinto, Paarl, Stellenbosch and Uitenhage (Non-Metro A)					All Other Areas (Non-Metro B)				
	Wage per week from 1 Sep 2015 to 31 Aug 2016	New Employees on Incentivised Scheme Effective 1 September 2015 = 80%	Across-the-Board Increase of 8%	Wage per week from 1 Sep 2016 to 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%	Wage per week from 1 Sep 2015 to 31 Aug 2016	New Employees on Incentivised Scheme Effective 1 September 2015 = 80%	Increase of R62.00 for Non-Metro B Machinist and all other job categories	Wage per week from 1 Sep 2016 to 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%
Category A										
0 - 6 months	724.50	579.50	58.00	782.50	626.00	694.50	555.50	62.00	756.50	605.00
Thereafter	775.00	620.00	62.00	837.00	669.50	727.50	582.00	62.00	789.50	631.50
Category B										
0 - 6 months	723.00	578.50	58.00	781.00	625.00	704.00	563.00	62.00	766.00	613.00
7 - 12 months	757.50	606.00	60.50	818.00	654.50	726.50	581.00	62.00	788.50	631.00
13 - 18 months	793.00	634.50	63.50	856.50	685.00	748.50	599.00	62.00	810.50	648.50
Thereafter	839.50	671.50	67.00	906.50	725.00	776.50	621.00	62.00	838.50	671.00
Category C										
0 - 6 months	747.50	598.00	60.00	807.50	646.00	708.00	566.50	62.00	770.00	616.00
7 - 12 months	822.50	658.00	66.00	888.50	711.00	754.50	603.50	62.00	816.50	653.00
13 - 18 months	898.00	718.50	72.00	970.00	776.00	802.50	642.00	62.00	864.50	691.50
19 - 22 months	971.50	777.00	77.50	1 049.00	839.00	854.00	683.00	62.00	916.00	733.00
Thereafter	1 045.50	836.50	83.50	1 129.00	903.00	906.00	725.00	62.00	988.00	774.50
Category D										
0 - 6 months	747.50	598.00	60.00	807.50	646.00	708.00	566.50	62.00	770.00	616.00
7 - 12 months	803.00	642.50	64.00	867.00	693.50	743.00	594.50	62.00	805.00	644.00
13 - 18 months	877.00	701.50	70.00	947.00	757.50	778.00	622.50	62.00	840.00	672.00
19 - 22 months	913.00	730.50	73.00	986.00	789.00	813.50	651.00	62.00	875.50	700.50
Thereafter	1 028.50	823.00	82.50	1 111.00	889.00	894.50	715.50	62.00	956.50	765.00
Category E										
0 - 6 months	784.50	627.50	63.00	847.50	678.00	731.50	585.00	62.00	793.50	635.00
7 - 12 months	872.00	697.50	70.00	942.00	753.50	788.00	630.50	62.00	850.00	680.00
13 - 18 months	972.00	777.50	78.00	1 050.00	840.00	855.00	684.00	62.00	917.00	733.50
19 - 22 months	1 071.00	857.00	85.50	1 156.50	925.00	925.00	740.00	62.00	987.00	789.50
Thereafter	1 178.50	943.00	94.50	1 273.00	1 018.50	998.00	798.50	62.00	1 060.00	848.00
Band Knife Cutter										
0 - 6 months	718.50	575.00	57.50	776.00	621.00	689.50	551.50	62.00	751.50	601.00
7 - 12 months	775.00	620.00	62.00	837.00	669.50	724.50	579.50	62.00	786.50	629.00
13 - 18 months	828.50	663.00	66.50	895.00	716.00	759.50	607.50	62.00	821.50	657.00
19 - 22 months	887.00	709.50	71.00	958.00	766.50	796.50	637.00	62.00	858.50	687.00
Thereafter	977.00	781.50	78.00	1 055.00	844.00	859.00	687.00	62.00	921.00	737.00
Clerical										
0 - 6 months	737.00	589.50	59.00	796.00	637.00	701.00	561.00	62.00	763.00	610.50
7 - 12 months	807.00	645.50	64.50	871.50	697.00	746.00	597.00	62.00	808.00	646.50
13 - 18 months	863.50	691.00	69.00	932.50	746.00	782.00	625.50	62.00	844.00	675.00
Thereafter	992.00	793.50	79.50	1 071.50	857.00	868.00	694.50	62.00	930.00	744.00
Assistant Head Cutter	1 143.50	915.00	91.50	1 235.00	988.00	974.50	779.50	62.00	1 036.50	829.00
Head Cutter	1 380.50	1 104.50	110.50	1 491.00	1 193.00	1 140.00	912.00	62.00	1 202.00	961.50
Foreperson	1 238.50	991.00	99.00	1 337.50	1 070.00	1 069.50	855.50	62.00	1 131.50	905.00
Watchperson	860.50	688.50	69.00	929.50	743.50	779.00	623.00	62.00	841.00	673.00
Driver 1 (454kg)	820.00	656.00	65.50	885.50	708.50	753.50	603.00	62.00	815.50	652.50
Driver 2 (454 - 2722kg)	878.00	702.50	70.00	948.00	758.50	790.50	632.50	62.00	852.50	682.00
Driver 3 (2722 - 4540kg)	991.00	793.00	79.50	1 070.50	856.50	867.50	694.00	62.00	929.50	743.50
Driver 4 (4540kg)	1 156.50	925.00	92.50	1 249.00	999.00	984.00	787.00	62.00	1 046.00	837.00
<p>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% in Non-Metro A and in Non-Metro B for Machinist and all other job categories, increase of R62.00.</p>										