



NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY

CAPE CHAMBER

Address: 7th Floor, Industria House, 350 Victoria Road, Salt River 7925

Tel: 021 460 4000 Fax: 021 447 0628 Post: P O Pox 1142, Woodstock 7915 Website: www.nbc.org.za

CIRCULAR NO. CC/10/16

15 September 2016

Telephone Enquiries : Labour Affairs Department

TO : ALL EMPLOYERS SUBJECT TO PART G OF THE COUNCIL'S NATIONAL MAIN COLLECTIVE AGREEMENT (COUNTRY AREAS) WITHIN THE CAPE 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

MAGISTERIAL DISTRICTS OF GEORGE & WORCESTER ONLY

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.

Details of the negotiated settlement in respect of the Western Cape Country Areas (Part G 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 effective from 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 a **new category of wage rates** applicable to the new employees on the Incentivised Wage Scheme effective from 1 September 2012.

2. NEW CEILING WAGE RATE

The scope of the Cape Country Areas part of the Main Agreement will be adjusted to raise the ceiling wage rate as follows :

Period: 1 September 2016 to 31 August 2017		
ANNUAL	MONTHLY PAID	WEEKLY PAID
R83 124.00	R6 927.00	R1 598.50

3. CONTRIBUTIONS

3.1 Provident Fund

Employer Contribution Rate:

The **Employer's** contribution rate to the Provident Fund **remains unaltered** at **6,75%**, which rate is based on employees' actual basic wage.

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.

Employee Contribution Rate:

The **Employees'** contribution rate to the Provident Fund **remains unaltered** at **6,03%**, which rate is based on employees' actual basic wage.

Please note that in terms of clause 1(3) of the Provident Fund Agreement, contributions to the Fund must continue in respect of existing contributors as at 31 August 2010 who will earn in excess of the ceiling rates reflected in clause 4 above.

The **maximum** deduction for Provident Fund from the earnings of **employees** will be **R96.38** per employee per week. The **maximum** Provident Fund contribution rate payable by **employers** will be **R107.89** per employee per week.

3.2 Bargaining Council Levy

The Bargaining Council Levy payable by the employer **remains unaltered** at **0.4%**, calculated on each employee's wage rate, up to a maximum of **R4.14 per week**.

The Bargaining Council Levy payable by the employee **remains unchanged** **0.3%**, calculated on each employee's wage rate, up to a maximum of **R2.56 per week**.

3.3 Across-the-board Increases in Employer Contributions

The following new levies and contribution rates payable by the Employer has been increased by 8% and becomes applicable from 1 September 2016:

Category	Old Rate (p.w. per employee) 2015/2016	New Rate (p.w. per employee) 2016/2017
Industry Protection Fund	23	25
SACTWU Capacity Building Fund	45	49
SACTWU HIV/AIDS Project	53	57
SACTWU Bursary Fund	34	37

4. 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.

5. NBC DISPUTE RESOLUTION LEVY

The dispute resolution levy payable by employers who are not members of any of the employer associations' party to the Bargaining Council has been increased by 8%. The new levy for employers who employ 40 or less employees is **R158.52** per month and it is **R3.26** per employee per month for employers who employ more than 40 employees.

6. FAMILY RESPONSIBILITY LEAVE

6.1 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.

6.2 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.

7. SHOP STEWARDS TIME OFF

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

7.2 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.

8. 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.

9. 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.

10. 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.

11. 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.

12. 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.

13. 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.

14. 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.

15. BACKPAY

15.1 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.

15.2 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.

15.3 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”

16. OTHER CONDITIONS

- 16.1 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.
- 16.2 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.
- 16.3 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.
- 16.4 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.

17. SCHEDULE OF DEDUCTIONS

A revised schedule of weekly deductions and contributions is enclosed.

18. NON-METRO AND METRO AREAS

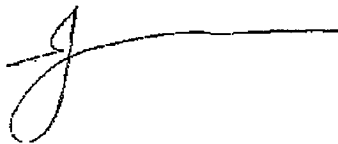
A separate circular is being distributed to all establishments in the non-metro and metro areas, nationally.

19. 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 the **party employer 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 tel no (021) 460-4000.

Yours faithfully



N MGUMANE
REGIONAL SECRETARY



NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY

CAPE CHAMBER

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INFORMATION SCHEDULE

WESTERN CAPE COUNTRY AREAS (GEORGE AND WORCESTER)

DEDUCTIONS AND CONTRIBUTIONS DUE TO THE CAPE 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)

CONTRIBUTIONS EFFECTIVE FROM 1 SEPTEMBER 2016 TO 31 AUGUST 2017

Payable in respect of employees earning up to R1 598.50 p.w. or R6 927.00 p.m

COUNCIL LEVIES	PROVIDENT FUND (PF) <i>Payable in respect of all members of the PF, i.e. members earning within the ceiling rate, and those members earning above these rates if they are already members as at 31 Aug 16</i>		INDUSTRY PROTECTION FUND	SACTWU CONTRIBUTIONS		COLLECTIVE BARGAINING DISPUTE RESOLUTION LEVY
	Deductions from EMPLOYEES' Wages	Payable by EMPLOYER only		Deductions from EMPLOYEES' Wages	Payable by EMPLOYER only	
<p>An amount equal to</p> <p>0.4% of each employee's wages per week Payable by the EMPLOYER</p> <p>Up to a maximum of R4.14 and</p> <p>0.3% of each employee's wages per week payable by means of a deduction from the EMPLOYEE'S wages</p> <p>Up to a maximum of R2.56</p>	<p>6,03% of each individual contributor's actual basic wage rate with a maximum of R96.38 per week</p>	<p>6,75% of each individual contributor's actual basic wage rate with a maximum of R107.89 per week</p>	<p>25 cents per week Payable by the EMPLOYER</p> <p>-----</p> <p>12 cents per week Payable by means of a deduction from the EMPLOYEE'S wages</p>	<p><u>Trade Union Subscription</u></p> <p>1% of each individual Trade Union member's basic wage rate plus R1.80 with a total minimum of R10.33 per week and a total maximum of R17.44 per week or</p> <p><u>Agency Fee iro non-Trade Union Employees</u></p> <p>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</p>	<p><u>Capacity Building Fund</u></p> <p>49 cents per employee per week</p> <p><u>HIV/AIDS Project</u></p> <p>57 cents per employee per week</p> <p><u>SACTWU Bursary Fund</u></p> <p>37 cents p.w i.r.o. each Trade Union member</p>	<p>Payable only by EMPLOYERS who are not members of the Cape Clothing Association:</p> <p>40 or fewer employees: Lump sum of R158.52 p.m. (incl VAT)</p> <p>or</p> <p>more than 40 employees: R3.26 per employee p.m. plus VAT on total</p>

PAYMENTS TO THE WESTERN CAPE SUB-CHAMBER DUE BY 14TH DAY OF ENSUING MONTH:

	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-union employees), Bursary Fund, Capacity Building Fund & HIV/AIDS Project Contributions	The Regional Secretary National Bargaining Council for the Clothing Manufacturing Industry (Cape 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: 02 09 09 Acc No: 07 122 315 0

PAYMENTS TO THE WESTERN CAPE SUB-CHAMBER DUE BY 14TH DAY OF ENSUING MONTH:

PROVIDENT FUND CONTRIBUTIONS	ADDRESSED TO:	PAYMENT METHOD :
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 (Cape Chamber) P O Box 1142 Woodstock 7915	Cheques payable to: Cape Clothing Industry Provident Fund OR direct deposit into bank account, as follows: Bank: Standard Bank Branch: Victoria Road Branch Code: 02 09 09 Acc No: 07 122 3169

PART G : NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY
CAPE CHAMBER - COUNTRY AREAS COLLECTIVE AGREEMENT
NEW WAGE RATES NEGOTIATED BY THE PARTIES FOR THE PERIOD 1 SEPTEMBER 2016 TO 31 AUGUST 2017

4. WAGES		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)					
(j)	Subject to the provisions of this Agreement, the minimum wages that shall be paid to and accepted by the undermentioned classes of employees shall be as follows:						
DESCRIPTION			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%
			R	R	R	R	R
Part A - Cutting Department							
Head Cutter			1 473.50	1 179.00	118.00	1 591.50	1 273.00
Pattern Maker:							
(a)	Qualified		1 473.50	1 179.00	118.00	1 591.50	1 273.00
(b)	Learner						
	First year						
	First six months of experience		887.00	709.50	71.00	958.00	766.50
	Second six months of experience		964.50	771.50	77.00	1 041.50	833.00
	Second year						
	First six months of experience		1 045.00	836.00	83.50	1 128.50	903.00
	Second six months of experience		1 126.00	901.00	90.00	1 216.00	973.00
	Third year						
	First four months of experience		1 214.50	971.50	97.00	1 311.50	1 049.00
	Thereafter, the wage specified in (a), i.e.		1 473.50	1 179.00	118.00	1 591.50	1 273.00
Pattern Grader							
(a)	Qualified		1 217.50	974.00	97.50	1 315.00	1 052.00
(b)	Learner						
	First year						
	First six months of experience		836.50	669.00	67.00	903.50	723.00
	Second six months of experience		887.00	709.50	71.00	958.00	766.50
	Second year						
	First six months of experience		935.50	748.50	75.00	1 010.50	808.50
	Second six months of experience		987.50	790.00	79.00	1 066.50	853.00
	Third year						
	First six months of experience		1 045.00	836.00	83.50	1 128.50	903.00
	Next four months of experience		1 101.50	881.00	88.00	1 189.50	951.50
	Thereafter, the wage specified in (a), i.e.		1 217.50	974.00	97.50	1 315.00	1 052.00
Cutter, lay-maker:							
(a)	Qualified		1 177.00	941.50	94.00	1 271.00	1 017.00
(b)	Learner						
	First year						
	First six months of experience		767.00	613.50	61.50	828.50	663.00
	Second six months of experience		833.00	666.50	66.50	899.50	719.50
	Second year						
	First six months of experience		900.00	720.00	72.00	972.00	777.50
	Second six months of experience		970.00	776.00	77.50	1 047.50	838.00
	Third year						
	First six months of experience		1 051.50	841.00	84.00	1 135.50	908.50
	Next four months of experience		1 177.00	941.50	94.00	1 271.00	1 017.00
Interlining cutter, trimmer, leather cutter and tie cutter							
(a)	Qualified		891.50	713.00	71.50	963.00	770.50
(b)	Learner						
	First year						
	First six months of experience		701.00	561.00	56.00	757.00	605.50
	Second six months of experience		732.00	585.50	58.50	790.50	632.50
	Second year						

**PART G : NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY
CAPE CHAMBER - COUNTRY AREAS COLLECTIVE AGREEMENT
NEW WAGE RATES NEGOTIATED BY THE PARTIES FOR THE PERIOD 1 SEPTEMBER 2016 TO 31 AUGUST 2017**

DESCRIPTION		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%
		R	R	R	R	R
	First six months of experience	765.00	612.00	61.00	826.00	661.00
	Second six months of experience	797.00	637.50	64.00	861.00	689.00
	Third year					
	First four months of experience	831.50	665.00	66.50	898.00	718.50
	Thereafter, the wage specified in (a) i.e.	891.50	713.00	71.50	963.00	770.50
(c)	If advanced to learner cutter:					
	First six months from date of advancement	953.00	762.50	76.00	1 029.00	823.00
	Second six months from date of	1 051.50	841.00	84.00	1 135.50	908.50
	Thereafter, the wage specified for a	1 177.00	941.50	94.00	1 271.00	1 017.00
	Layer-up:					
(a)	Qualified	782.00	625.50	62.50	844.50	675.50
	First year					
	First six months of experience	683.50	547.00	54.50	738.00	590.50
	Second six months of experience	701.00	561.00	56.00	757.00	605.50
	Second year					
	First six months of experience	724.00	579.00	58.00	782.00	625.50
	Thereafter, the wage specified in (a), i.e.	782.00	625.50	62.50	844.50	675.50
(b)	If advanced to learner cutter:					
	First six months from date of advancement	782.00	625.50	62.50	844.50	675.50
	Second six months from date of	900.00	720.00	72.00	972.00	777.50
	Third six months from date of advancement	970.00	776.00	77.50	1 047.50	838.00
	Fourth six months from date of	1 051.50	841.00	84.00	1 135.50	908.50
	Thereafter, the wage specified for a	1 177.00	941.50	94.00	1 271.00	1 017.00
	Clicker:					
(a)	Qualified	915.00	732.00	73.00	988.00	790.50
(b)	Learner					
	First year of experience	717.00	573.50	57.50	774.50	619.50
	Second year of experience	797.00	637.50	64.00	861.00	689.00
	Thereafter, the wage specified in (a), i.e.	915.00	732.00	73.00	988.00	790.50
	Tracer:					
(a)	Qualified	866.00	693.00	69.50	935.50	748.50
(b)	Learner					
	First year					
	First six months of experience	717.00	573.50	57.50	774.50	619.50
	Second six months of experience	756.50	605.00	60.50	817.00	653.50
	Second year					
	First six months of experience	793.00	634.50	63.50	856.50	685.00
	Thereafter, the wage specified in (a), i.e.	866.00	693.00	69.50	935.50	748.50
	Part B - Factory Operatives					
	Clothing machine mechanic:					
(a)	Qualified	1 473.50	1 179.00	118.00	1 591.50	1 273.00
(b)	Learner					
	First year					
	First six months of experience	887.00	709.50	71.00	958.00	766.50
	Second six months of experience	964.50	771.50	77.00	1 041.50	833.00
	Second year					
	First six months of experience	1 045.00	836.00	83.50	1 128.50	903.00
	Second six months of experience	1 126.00	901.00	90.00	1 216.00	973.00
	Third year					
	First six months of experience	1 214.50	971.50	97.00	1 311.50	1 049.00
	Next four months of experience	1 302.00	1 041.50	104.00	1 406.00	1 125.00

**PART G : NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY
CAPE CHAMBER - COUNTRY AREAS COLLECTIVE AGREEMENT
NEW WAGE RATES NEGOTIATED BY THE PARTIES FOR THE PERIOD 1 SEPTEMBER 2016 TO 31 AUGUST 2017**

DESCRIPTION		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%
		R	R	R	R	R
	Thereafter, the wage specified in (a), i.e.	1 473.50	1 179.00	118.00	1 591.50	1 273.00
Grade A employee:						
(a)	Qualified	964.50	771.50	77.00	1 041.50	833.00
(b)	Learner					
	First year					
	First six months of experience	720.00	576.00	57.50	777.50	622.00
	Second six months of experience	764.00	611.00	61.00	825.00	660.00
	Second year					
	First six months of experience	803.50	643.00	64.50	868.00	694.50
	Second six months of experience	844.00	675.00	67.50	911.50	729.00
	Third year					
	First four months of experience	891.50	713.00	71.50	963.00	770.50
	Thereafter, the wage specified in (a), i.e.	964.50	771.50	77.00	1 041.50	833.00
Grade B employee:						
(a)	Qualified	817.00	653.50	65.50	882.50	706.00
(b)	Learner					
	First year					
	First six months of experience	720.00	576.00	57.50	777.50	622.00
	Second six months of experience	743.50	595.00	59.50	803.00	642.50
	Second year					
	First six months of experience	766.50	613.00	61.50	828.00	662.50
	Thereafter, the wage specified in (a), i.e.	817.00	653.50	65.50	882.50	706.00
(c)	If advanced to Grade A employee:					
	First six months from date of advancement	817.00	653.50	65.50	882.50	706.00
	Second six months from date of	822.50	658.00	66.00	888.50	711.00
	Third six months from date of advancement	858.50	687.00	68.50	927.00	741.50
	Thereafter, the wage specified for a	955.50	764.50	76.50	1 032.00	825.50
Grade C employee:						
(a)	Qualified	764.00	611.00	61.00	825.00	660.00
(b)	Learner					
	First year					
	First six months of experience	698.00	558.50	56.00	754.00	603.00
	Second six months of experience	716.00	573.00	57.50	773.50	619.00
	Thereafter, the wage specified in (a), i.e.	764.00	611.00	61.00	825.00	660.00
(c)	If advanced to Grade B employee:					
	First six months from date of advancement	764.00	611.00	61.00	825.00	660.00
	Second six months from date of	769.50	615.50	61.50	831.00	665.00
	Thereafter, the wage specified for a	836.50	669.00	67.00	903.50	723.00
Underpresser, blocker:						
(a)	Qualified	769.50	615.50	61.50	831.00	665.00
(b)	Learner					
	First year					
	First six months of experience	683.50	547.00	54.50	738.00	590.50
	Second six months of experience	701.00	561.00	56.00	757.00	605.50
	Second year					
	First six months of experience	724.00	579.00	58.00	782.00	625.50
	Second six months of experience	769.50	615.50	61.50	831.00	665.00
(c)	If advanced to learner presser:					

**PART G : NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY
CAPE CHAMBER - COUNTRY AREAS COLLECTIVE AGREEMENT
NEW WAGE RATES NEGOTIATED BY THE PARTIES FOR THE PERIOD 1 SEPTEMBER 2016 TO 31 AUGUST 2017**

DESCRIPTION		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%
		R	R	R	R	R
	First six months from date of advancement	769.50	615.50	61.50	831.00	665.00
	Second six months from date of	891.50	713.00	71.50	963.00	770.50
	Thereafter, the wage specified for a	964.50	771.50	77.00	1 041.50	833.00
Part C - Clerical employees						
Clerk						
(a)	Qualified	1 051.50	841.00	84.00	1 135.50	908.50
(b)	Learner					
	First year of experience	807.50	646.00	64.50	872.00	697.50
	Second year of experience	871.00	697.00	69.50	940.50	752.50
	Third year					
	First six months of experience	937.00	749.50	75.00	1 012.00	809.50
	Thereafter, the wage specified in (a), i.e.	1 051.50	841.00	84.00	1 135.50	908.50
Factory Clerk						
(a)	Qualified	820.00	656.00	65.50	885.50	708.50
(b)	Learner					
	First year of experience	682.50	546.00	54.50	737.00	589.50
	Second year of experience	717.50	574.00	57.50	775.00	620.00
	Third year					
	First six months of experience	761.50	609.00	61.00	822.50	658.00
	Thereafter, the wage specified in (a), i.e.	820.00	656.00	65.50	885.50	708.50
Part D - General						
	Boiler attendant	784.00	627.00	62.50	846.50	677.00
	Despatch packer	805.00	644.00	64.50	869.50	695.50
	General Worker	760.00	608.00	61.00	821.00	657.00
	Labourer	769.50	615.50	61.50	831.00	665.00
	Motor vehicle driver of a vehicle, the unladen mass of which, together with the unladen mass of any trailer or trailers drawn by such vehicle is as follows -					
(a)	under 2 720 kg	837.00	669.50	67.00	904.00	723.00
(b)	2 720 kg and over	935.50	748.50	75.00	1 010.50	808.50
	Supervisor, quality controller and instructor	987.50	790.00	79.00	1 066.50	853.00
	Traveller's driver	837.00	669.50	67.00	904.00	723.00
	Watchman or caretaker, whose ordinary hours of work are -					
(a)	less than 60 hours per week	862.50	690.00	69.00	931.50	745.00
(b)	60 hours per week	900.00	720.00	72.00	972.00	777.50
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.						

**PART G : NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY
CAPE CHAMBER - COUNTRY AREAS COLLECTIVE AGREEMENT
NEW WAGE RATES NEGOTIATED BY THE PARTIES FOR THE PERIOD 01 SEPTEMBER 2016 TO 31 AUGUST 2017**

(1)	Subject to the provisions of this Agreement, the minimum wages that shall be paid to and accepted by the undermentioned classes of employees shall be as follows:						
DESCRIPTION			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 of 8%	Wage 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
Part A - Cutting Department							
Head Cutter			1 480.00	1 184.00	118.50	1 598.50	1 279.00
Pattern Maker:							
	(a)	Qualified	1 480.00	1 184.00	118.50	1 598.50	1 279.00
	(b)	Learner					
		First year					
		First six months of experience	892.00	713.50	71.50	963.50	771.00
		Second six months of experience	968.50	775.00	77.50	1 046.00	837.00
		Second year					
		First six months of experience	1 050.00	840.00	84.00	1 134.00	907.00
		Second six months of experience	1 130.00	904.00	90.50	1 220.50	976.50
		Third year					
		First four months of experience	1 218.50	975.00	97.50	1 316.00	1 053.00
		Thereafter, the wage specified in (a), i.e.	1 480.00	1 184.00	118.50	1 598.50	1 279.00
Pattern Grader							
	(a)	Qualified	1 222.50	978.00	98.00	1 320.50	1 056.50
	(b)	Learner					
		First year					
		First six months of experience	840.00	672.00	67.00	907.00	725.50
		Second six months of experience	892.00	713.50	71.50	963.50	771.00
		Second year					
		First six months of experience	940.00	752.00	75.00	1 015.00	812.00
		Second six months of experience	992.00	793.50	79.50	1 071.50	857.00
		Third year					
		First six months of experience	1 050.00	840.00	84.00	1 134.00	907.00
		Next four months of experience	1 105.50	884.50	88.50	1 194.00	955.00
		Thereafter, the wage specified in (a), i.e.	1 222.50	978.00	98.00	1 320.50	1 056.50
Cutter, lay-maker:							
	(a)	Qualified	1 183.00	946.50	94.50	1 277.50	1 022.00
	(b)	Learner					
		First year					
		First six months of experience	769.50	615.50	61.50	831.00	665.00
		Second six months of experience	836.50	669.00	67.00	903.50	723.00
		Second year					
		First six months of experience	902.00	721.50	72.00	974.00	779.00
		Second six months of experience	974.50	779.50	78.00	1 052.50	842.00
		Third year					
		First six months of experience	1 055.50	844.50	84.50	1 140.00	912.00
		Next four months of experience	1 183.00	946.50	94.50	1 277.50	1 022.00
Interlining cutter, trimmer, leather cutter and tie cutter							
	(a)	Qualified	893.50	715.00	71.50	965.00	772.00
	(b)	Learner					
		First year					
		First six months of experience	702.50	562.00	56.00	758.50	607.00
		Second six months of experience	734.00	587.00	58.50	792.50	634.00
		Second year					
		First six months of experience	768.00	614.50	61.50	829.50	663.50
		Second six months of experience	799.00	639.00	64.00	863.00	690.50

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DESCRIPTION		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 of 8%	Wage 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
	Third year					
	First four months of experience	833.50	667.00	66.50	900.00	720.00
	Thereafter, the wage specified in (a) i.e.	893.50	715.00	71.50	965.00	772.00
(c)	If advanced to learner cutter:					
	First six months from date of advancement	956.50	765.00	76.50	1 033.00	826.50
	Second six months from date of	1 055.50	844.50	84.50	1 140.00	912.00
	Thereafter, the wage specified for a	1 183.00	946.50	94.50	1 277.50	1 022.00
	Layer-up:					
(a)	Qualified	784.00	627.00	62.50	846.50	677.00
	First year					
	First six months of experience	685.50	548.50	55.00	740.50	592.50
	Second six months of experience	702.50	562.00	56.00	758.50	607.00
	Second year					
	First six months of experience	726.00	581.00	58.00	784.00	627.00
	Thereafter, the wage specified in (a), i.e.	784.00	627.00	62.50	846.50	677.00
(b)	If advanced to learner cutter:					
	First six months from date of advancement	784.00	627.00	62.50	846.50	677.00
	Second six months from date of	902.00	721.50	72.00	974.00	779.00
	Third six months from date of advancement	974.50	779.50	78.00	1 052.50	842.00
	Fourth six months from date of	1 055.50	844.50	84.50	1 140.00	912.00
	Thereafter, the wage specified for a	1 183.00	946.50	94.50	1 277.50	1 022.00
	Clicker:					
(a)	Qualified	917.00	733.50	73.50	990.50	792.50
(b)	Learner					
	First year of experience	718.50	575.00	57.50	776.00	621.00
	Second year of experience	799.00	639.00	64.00	863.00	690.50
	Thereafter, the wage specified in (a), i.e.	917.00	733.50	73.50	990.50	792.50
	Tracer:					
(a)	Qualified	868.50	695.00	69.50	938.00	750.50
(b)	Learner					
	First year					
	First six months of experience	718.50	575.00	57.50	776.00	621.00
	Second six months of experience	759.00	607.00	60.50	819.50	655.50
	Second year					
	First six months of experience	797.00	637.50	64.00	861.00	689.00
	Thereafter, the wage specified in (a), i.e.	868.50	695.00	69.50	938.00	750.50
	Part B - Factory Operatives					
	Clothing machine mechanic:					
(a)	Qualified	1 480.00	1 184.00	118.50	1 598.50	1 279.00
(b)	Learner					
	First year					
	First six months of experience	892.00	713.50	71.50	963.50	771.00
	Second six months of experience	968.50	775.00	77.50	1 046.00	837.00
	Second year					
	First six months of experience	1 050.00	840.00	84.00	1 134.00	907.00
	Second six months of experience	1 130.00	904.00	90.50	1 220.50	976.50
	Third year					
	First six months of experience	1 218.50	975.00	97.50	1 316.00	1 053.00
	Next four months of experience	1 306.50	1 045.00	104.50	1 411.00	1 129.00
	Thereafter, the wage specified in (a), i.e.	1 480.00	1 184.00	118.50	1 598.50	1 279.00
	Grade A employee:					

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		R	R	R	R	R
(a)	Qualified	968.50	775.00	77.50	1 046.00	837.00
(b)	Learner					
	First year					
	First six months of experience	723.50	579.00	58.00	781.50	625.00
	Second six months of experience	767.00	613.50	61.50	828.50	663.00
	Second year					
	First six months of experience	806.50	645.00	64.50	871.00	697.00
	Second six months of experience	847.50	678.00	68.00	915.50	732.50
	Third year					
	First four months of experience	893.50	715.00	71.50	965.00	772.00
	Thereafter, the wage specified in (a), i.e.	968.50	775.00	77.50	1 046.00	837.00
Grade B employee:						
(a)	Qualified	828.00	662.50	66.00	894.00	715.00
(b)	Learner					
	First year					
	First six months of experience	720.00	576.00	57.50	777.50	622.00
	Second six months of experience	746.00	597.00	59.50	805.50	644.50
	Second year					
	First six months of experience	771.00	617.00	61.50	832.50	666.00
	Thereafter, the wage specified in (a), i.e.	828.00	662.50	66.00	894.00	715.00
(c)	If advanced to Grade A employee:					
	First six months from date of advancement	828.00	662.50	66.00	894.00	715.00
	Second six months from date of	833.00	666.50	66.50	899.50	719.50
	Third six months from date of advancement	872.50	698.00	70.00	942.50	754.00
	Thereafter, the wage specified for a	949.00	759.00	76.00	1 025.00	820.00
Grade C employee:						
(a)	Qualified	767.00	613.50	61.50	828.50	663.00
(b)	Learner					
	First year					
	First six months of experience	700.00	560.00	56.00	756.00	605.00
	Second six months of experience	717.50	574.00	57.50	775.00	620.00
	Thereafter, the wage specified in (a), i.e.	767.00	613.50	61.50	828.50	663.00
(c)	If advanced to Grade B employee:					
	First six months from date of advancement	767.00	613.50	61.50	828.50	663.00
	Second six months from date of	772.00	617.50	62.00	834.00	667.00
	Thereafter, the wage specified for a	840.00	672.00	67.00	907.00	725.50
Underpresser, blocker:						
(a)	Qualified	772.00	617.50	62.00	834.00	667.00
(b)	Learner					
	First year					
	First six months of experience	685.50	548.50	55.00	740.50	592.50
	Second six months of experience	702.50	562.00	56.00	758.50	607.00
	Second year					
	First six months of experience	726.00	581.00	58.00	784.00	627.00
	Second six months of experience	772.00	617.50	62.00	834.00	667.00
(c)	If advanced to learner presser:					
	First six months from date of advancement	772.00	617.50	62.00	834.00	667.00
	Second six months from date of	893.50	715.00	71.50	965.00	772.00
	Thereafter, the wage specified for a	968.50	775.00	77.50	1 046.00	837.00

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DESCRIPTION		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 of 8%	Wage 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
Part C - Clerical employees						
Clerk						
(a)	Qualified	1 055.50	844.50	84.50	1 140.00	912.00
(b)	Learner					
	First year of experience	811.50	649.00	65.00	876.50	701.00
	Second year of experience	875.50	700.50	70.00	945.50	756.50
	Third year					
	First six months of experience	942.00	753.50	75.50	1 017.50	814.00
	Thereafter, the wage specified in (a), i.e.	1 055.50	844.50	84.50	1 140.00	912.00
Factory Clerk						
(a)	Qualified	823.00	658.50	66.00	889.00	711.00
(b)	Learner					
	First year of experience	684.00	547.00	54.50	738.50	591.00
	Second year of experience	720.00	576.00	57.50	777.50	622.00
	Third year					
	First six months of experience	764.00	611.00	61.00	825.00	660.00
	Thereafter, the wage specified in (a), i.e.	823.00	658.50	66.00	889.00	711.00
Part D - General						
	Boiler attendant	786.00	629.00	63.00	849.00	679.00
	Despatch packer	807.50	646.00	64.50	872.00	697.50
	General Worker	768.00	614.50	61.50	829.50	663.50
	Labourer	772.00	617.50	62.00	834.00	667.00
	Motor vehicle driver of a vehicle, the unladen mass of which, together with the unladen mass of any trailer or trailers drawn by such vehicle is as follows -					
(a)	under 2 720 kg	840.50	672.50	67.00	907.50	726.00
(b)	2 720 kg and over	940.00	752.00	75.00	1 015.00	812.00
	Supervisor, quality controller and instructor	992.00	793.50	79.50	1 071.50	857.00
	Traveller's driver	840.50	672.50	67.00	907.50	726.00
	Watchman or caretaker, whose ordinary hours of work are -					
(a)	less than 60 hours per week	866.50	693.00	69.50	936.00	749.00
(b)	60 hours per week	902.00	721.50	72.00	974.00	779.00

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.