



NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY

KWA-ZULU NATAL CHAMBER

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

Telephone Enquiries : Labour Affairs Department

29 August 2017

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

Dear Sir/Madam

INFORMATION CIRCULAR TO THE INDUSTRY

METRO AREAS ONLY

The industry will recall that the Parties to the National Bargaining Council concluded a two year Collective Agreement in 2016. This circular, therefore, outlines the total labour cost increase for 2017/2018 which is in line with the two-year agreement concluded last year.

The Amending Agreement which reflects the new conditions 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 2016-2018 signed Agreement.

The details of the negotiated settlement in respect of the Kwazulu-Natal Metro Region (Part C of the Councils National Main Collective Agreement) are as follows:-

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 7.6%, for each of the job categories prescribed for these areas with effect from 1 September 2017, rounded to the nearest 5 cents. The increase shall be back-dated to 1 September 2017 and back pay will be due. The new wage schedules incorporating the new wage rates after the 2017/2018 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. CONTRIBUTIONS

2.1 Sick Benefit Fund

The employee contribution rate remains unaltered at 1.5% of employees wage per week and the employer contribution rate remains unaltered at 1.75% of employees wage per week.

2.2 Provident Fund

Employer Contribution Rate:

The Employer's contribution rate to the Provident Fund remains unaltered at 7.5% of the weekly wage rate i.r.o employees earning up to R3012.00 pw or R13051.00 pm and not in respect of employees whose occupation is monthly paid and of a managerial, specialist technical or non-production related nature.

NB: The current employer contribution levels for metro, shall be improved by 0.5% from 1 August 2018.

Employee Contribution Rate:

Employees' contribution rate to the Provident Fund remains unaltered at 6.5%, of the weekly wage rate i.r.o employees earning up to R3012.00 pw or R13051.00 pm and not in respect of employees whose occupation is monthly paid and of a managerial, specialist technical or non-production related nature.

2.3 Bargaining Council Levy

The Employer contribution remains unaltered at 0.35%, calculated on a qualified machinists wage rate which equates to **R4.22 per week**.

The Employee contribution remains unaltered at 0.2585%, calculated on a qualified machinists wage rate which equates to **R3.11 per week**.

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 7.6%:

Category	Old Rate (p.w. per employee) 2016/17	New Rate (p.w. per employee) 2017/18
SACTWU HIV/AIDS Project	52c	56c
SACTWU Bursary Fund	36c	39c

2.5 Holiday leave Benefit (Annual Bonus)

The Employer contribution remains unaltered at 3.97% of actual annual basic wages.

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 **R9.13** per week and a *new maximum* of **R16.73** per week, effective 1 September 2017 together with the funeral scheme contribution of R1.80 per week which remains unchanged, bringing the *total new minimum* to **R10.93** per week (i.e. the R9.13 plus the R1.80) and the *total new maximum* to **R18.53** per week (i.e. the R16.73 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 **R9.13** per week and the maximum of **R16.73** 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. FAMILY RESPONSIBILITY LEAVE

All employers must grant an employee, during each Annual leave cycle three (3) days paid Family responsibility leave, effective 1 September 2017.

5. 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 2017, 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.

This means that for employees **employed before 1 September 2016**

- Wages must be increased to 90% of the Gazetted wage rate as of 1 September 2017.
- Until year 3 the incentive scheme will still operate as agreed in the Plant Level agreement just with a new floor/ minimum earning level.
- In year 3 i.e. 1 September 2018, all employees are to move up to 100% of the Gazetted wage.

Employees employed after 1 September 2016

- Wages will be calculated at 80% in year one
- On their anniversary date i.e. year two the wage will be calculated at 90%

- Then in year 3 on their anniversary date the wage will be calculated at 100%

6. **INTEREST CHARGED ON LATE AND NON-PAYMENT OF LEVIES AND CONTRIBUTIONS**

Should any amount due in terms of subclause (1) not be received by the Regional Chamber by the the 14th day after the date on which it is payable, the employer shall pay weekly interest on such amount or such lesser amounts as remain unpaid, calculated at the ruling prime overdraft rate plus 2% per annum.

7. **SCHEDULE OF DEDUCTIONS**

A revised schedule of weekly deductions and contributions is enclosed.

8. **NON-METRO AREAS**

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

9. **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 031 362 0700.

Yours sincerely



PAUL WILD
REGIONAL SECRETARY



NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY

KWA-ZULU NATAL CHAMBER

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

INFORMATION SCHEDULE

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

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

DEDUCTIONS EFFECTIVE FROM 1 SEP 2017 TO 31 AUG 2018

COUNCIL LEVIES		PROVIDENT FUND Payable i.r.o employees earning up to R3012.00 pw or R13051.00 pm and not in respect of employees whose occupation is monthly paid and of a managerial, specialist technical or non-production related nature.		SICK BENEFIT FUND		HOLIDAY LEAVE BENEFIT (ANNUAL BONUS)	SACTWU SUBS. (For Sactwu members only)	SACTWU BURSARY FUND	SACTWU HIV/AIDS PROJECT
Employee	Employer	Employee	Employer	Employee	Employer	Employer			
Calculated at 0.2585% of a qualified machinist rate of pay	Calculated at 0.35% of a qualified machinist rate of pay	6.5% of each individual contributor's actual basic weekly earnings	7.5% of each individual contributor's actual basic weekly earnings	1.5% of each employee's weekly wage	1.75% of each employee's weekly wage	3.97% of actual annual basic wages.	1% of each individual Trade Union member's basic weekly wage plus an additional R1.80 per week towards the Sactwu funeral scheme with a minimum of R10.93 per week, and a maximum of R18.53 per week.	39 cents	56 cents
(This equates to R3.11 per week payable by employees by means of a deduction from their wages)	(This equates to R4.22 per week payable by employers in respect of each employee)						UNION AGENCY FEE (i.r.o NON-Sactwu members)	Payable by EMPLOYER ONLY	Payable by EMPLOYER ONLY
Payable i.r.o employees earnings up to R3012.00 pw or R13051.00 pm	Payable i.r.o employees earnings up to R3012.00 pw or R13051.00 pm						1% of each NON-Sactwu member's basic wage rate with a minimum of R9.13 per week and a maximum of R16.73 per week	Payable i.r.o employees earning up to R3012.00 pw or R13051.00 pm	

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

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

**NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY (KWAZULU-NATAL)
 MAIN AGREEMENT FOR THE CLOTHING SECTOR NEW WAGE RATES NEGOTIATED BY THE PARTIES
 FOR THE PERIOD 1 SEPTEMBER 2017 TO 31 AUGUST 2018**

WAGES		GROUP A (i.e Employers contributing to the Productivity)				
Description of Occupation		Wage per week from 01 Sep 2016 to 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%	Across-the-Board Increase 7.6%	Wage per week from 01 Sep 2017 to 31 Aug 2018	New Employees on Incentivised Scheme Effective 1 September 2017 = 80%
Part A		R	R	R	R	R
GRADE 1						
(a)	Qualified	1 114.50	891.60	84.70	1 199.20	959.35
(b)	Learner					
	0 - 6 months	735.65	588.50	55.90	791.55	633.25
	7 - 12 months	813.80	651.05	61.85	875.65	700.50
	13 - 18 months **	891.75	713.40	67.75	959.50	767.60
	Thereafter, the qualifying wage applies	1 114.50	891.60	84.70	1 199.20	959.35
GRADE 2						
(a)	Qualified	968.65	774.90	73.60	1 042.25	833.80
(b)	Learner					
	0 - 6 months	731.70	585.35	55.60	787.30	629.85
	Thereafter, the qualifying wage applies	968.65	774.90	73.60	1 042.25	833.80
GRADE A						
(a)	Qualified	992.45	793.95	75.45	1 067.90	854.30
(b)	Learner					
	0 - 6 months	770.90	616.70	58.60	829.50	663.60
	Thereafter, the qualifying wage applies	992.45	793.95	75.45	1 067.90	854.30
	HEAD CUTTER	1 778.15	1422.50	135.15	1 913.30	1530.65
	ASSISTANT HEAD CUTTER	1 422.40	1137.90	108.10	1 530.50	1224.40
	CUTTER/TRIMMER					
(a)	Qualified	1 117.25	893.80	84.90	1 202.15	961.70
(b)	Learner					
	0 - 6 months	700.75	560.60	53.25	754.00	603.20
	7 - 12 months	783.00	626.40	59.50	842.50	674.00
	13 - 18 months	861.90	689.50	65.50	927.40	741.90
	19 - 22 months	955.65	764.50	72.65	1 028.30	822.65
	Thereafter, the qualifying wage applies	1 117.25	893.80	84.90	1 202.15	961.70
	BAND KNIFE CUTTER					
(a)	Qualified	1 175.75	940.60	89.35	1 265.10	1012.10
(b)	Learner					
	0 - 6 months	784.05	627.25	59.60	843.65	674.90
	7 - 12 months	870.70	696.55	66.15	936.85	749.50
	13 - 18 months	950.10	760.10	72.20	1 022.30	817.85
	19 - 22 months	1 040.55	832.45	79.10	1 119.65	895.70
	Thereafter, the qualifying wage applies	1 175.75	940.60	89.35	1 265.10	1012.10
	MECHANIC					
(a)	Qualified	1 910.90	1528.70	145.25	2 056.15	1644.90
(b)	Learner					
	0 - 6 months	881.70	705.35	67.00	948.70	758.95
	7 - 12 months	1 012.45	809.95	76.95	1 089.40	871.50
	13 - 18 months	1 161.95	929.55	88.30	1 250.25	1000.20
	19 - 24 months	1 311.50	1049.20	99.65	1 411.15	1128.90
	25 - 30 months	1 470.90	1176.70	111.80	1 582.70	1266.15

**NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY (KWAZULU-NATAL)
 MAIN AGREEMENT FOR THE CLOTHING SECTOR NEW WAGE RATES NEGOTIATED BY THE PARTIES
 FOR THE PERIOD 1 SEPTEMBER 2017 TO 31 AUGUST 2018**

Description of Occupation		Wage per week from 01 Sep 2016 to 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%	Across-the-Board Increase 7.6%	Wage per week from 01 Sep 2017 to 31 Aug 2018	New Employees on Incentivised Scheme Effective 1 September 2017 = 80%
	31 - 36 months	1 617.50	1294.00	122.95	1 740.45	1392.35
	37 - 40 months	1 761.70	1409.35	133.90	1 895.60	1516.50
	Thereafter, the qualifying wage applies	1 910.90	1528.70	145.25	2 056.15	1644.90
CLERK *						
(a)	Qualified	1 194.35	955.50	90.75	1 285.10	1028.10
(b)	Learner					
	0 - 6 months	812.05	649.65	61.70	873.75	699.00
	7 - 12 months	916.90	733.50	69.70	986.60	789.30
	13 - 18 months	1 003.10	802.50	76.25	1 079.35	863.50
	Thereafter, the qualifying wage applies	1 194.35	955.50	90.75	1 285.10	1028.10
WATCHMAN		1 001.00	800.80	76.10	1 077.10	861.70
DRIVER 1		940.25	752.20	71.45	1 011.70	809.35
DRIVER 2		1 027.45	821.95	78.10	1 105.55	884.45
DRIVER 3		1 198.00	958.40	91.05	1 289.05	1031.25
DRIVER 4		1 447.00	1157.60	109.95	1 556.95	1245.55
FOREPERSON		1 369.85	1095.90	104.10	1 473.95	1179.15
* Provided a registered productivity incentive scheme is in place.						
** Provided that a sewing machinist (grade 1) should be paid the qualified rate of pay after 18 months of experience.						
NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with effect from 1 September 2017, increase the Weekly Wage for those employees by the agreed Wage Increase of 7.6% Across-the-Board.						

NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY (KWAZULU-NATAL)
MAIN AGREEMENT FOR THE CLOTHING SECTOR NEW WAGE RATES NEGOTIATED BY THE PARTIES
FOR THE PERIOD 1 SEPTEMBER 2017 TO 31 AUGUST 2018

WAGES		GROUP B (i.e Employers NOT contributing to the Productivity Incentive Scheme)				
Description of Occupation		Wage per week from 01 Sep 2016 to 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%	Across-the-Board Increase 7.6%	Wage per week from 01 Sep 2017 to 31 Aug 2018	New Employees on Incentivised Scheme Effective 1 September 2017 = 80%
Part A		R	R	R	R	R
GRADE 1						
(a)	Qualified	1119.70	895.75	85.10	1204.80	963.85
(b)	Learner					
	0 - 6 months	739.10	591.30	56.15	795.25	636.20
	7 - 12 months	817.50	654.00	62.15	879.65	703.70
	13 - 18 months **	895.90	716.70	68.10	964.00	771.20
	Thereafter, the qualifying wage applies	1119.70	895.75	85.10	1204.80	963.85
GRADE 2						
(a)	Qualified	973.20	778.55	73.95	1047.15	837.70
(b)	Learner					
	0 - 6 months	735.15	588.10	55.85	791.00	632.80
	Thereafter, the qualifying wage applies	973.20	778.55	73.95	1047.15	837.70
GRADE A						
(a)	Qualified	997.00	797.60	75.75	1072.75	858.20
(b)	Learner					
	0 - 6 months	774.60	619.70	58.85	833.45	666.75
	Thereafter, the qualifying wage applies	997.00	797.60	75.75	1072.75	858.20
HEAD CUTTER		1786.30	1429.05	135.75	1922.05	1537.65
ASSISTANT HEAD CUTTER		1428.95	1143.15	108.60	1537.55	1230.05
CUTTER/TRIMMER						
(a)	Qualified	1122.40	897.90	85.30	1207.70	966.15
(b)	Learner					
	0 - 6 months	704.10	563.30	53.50	757.60	606.10
	7 - 12 months	786.50	629.20	59.75	846.25	677.00
	13 - 18 months	865.90	692.70	65.80	931.70	745.35
	19 - 22 months	959.95	767.95	72.95	1032.90	826.30
	Thereafter, the qualifying wage applies	1122.40	897.90	85.30	1207.70	966.15
BAND KNIFE CUTTER						
(a)	Qualified	1181.20	944.95	89.75	1270.95	1016.75
(b)	Learner					
	0 - 6 months	787.60	630.10	59.85	847.45	677.95
	7 - 12 months	874.70	699.75	66.50	941.20	752.95
	13 - 18 months	954.55	763.65	72.55	1027.10	821.70
	19 - 22 months	1045.30	836.25	79.45	1124.75	899.80
	Thereafter, the qualifying wage applies	1181.20	944.95	89.75	1270.95	1016.75
MECHANIC						
(a)	Qualified	1919.70	1535.75	145.90	2065.60	1652.50
(b)	Learner					
	0 - 6 months	885.65	708.50	67.30	952.95	762.35
	7 - 12 months	1017.20	813.75	77.30	1094.50	875.60
	13 - 18 months	1167.50	934.00	88.75	1256.25	1005.00
	19 - 24 months	1317.60	1054.10	100.15	1417.75	1134.20
	25 - 30 months	1477.85	1182.30	112.30	1590.15	1272.10

NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY (KWAZULU-NATAL)
MAIN AGREEMENT FOR THE CLOTHING SECTOR NEW WAGE RATES NEGOTIATED BY THE PARTIES
FOR THE PERIOD 1 SEPTEMBER 2017 TO 31 AUGUST 2018

Description of Occupation		Wage per week from 01 Sep 2016 to 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%	Across-the-Board Increase 7.6%	Wage per week from 01 Sep 2017 to 31 Aug 2018	New Employees on Incentivised Scheme Effective 1 September 2017 = 80%
	31 - 36 months	1624.95	1299.95	123.50	1748.45	1398.75
	37 - 40 months	1769.85	1415.90	134.50	1904.35	1523.50
	Thereafter, the qualifying wage applies	1919.70	1535.75	145.90	2085.60	1652.50
CLERK *						
(a)	Qualified	1199.90	959.90	91.20	1291.10	1032.90
(b)	Learner					
	0 - 6 months	815.80	652.65	62.00	877.80	702.25
	7 - 12 months	921.15	736.90	70.00	991.15	792.90
	13 - 18 months	1007.70	806.15	78.60	1084.30	867.45
	Thereafter, the qualifying wage applies	1199.90	959.90	91.20	1291.10	1032.90
WATCHMAN		1005.65	804.50	78.45	1082.10	865.70
DRIVER 1		944.60	755.70	71.80	1016.40	813.10
DRIVER 2		1032.20	825.75	78.45	1110.65	888.50
DRIVER 3		1203.60	962.90	91.45	1295.05	1036.05
DRIVER 4		1453.75	1163.00	110.50	1564.25	1251.40
FOREPERSON		1376.25	1101.00	104.60	1480.85	1184.70
* Provided a registered productivity incentive scheme is in place.						
** Provided that a sewing machinist (grade 1) should be paid the qualified rate of pay after 18 months of experience.						
NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with effect from 1 September 2017, increase the Weekly Wage for those employees by the agreed Wage Increase of 7.6% Across-the-Board.						

**NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY
FOR THE KWAZULU-NATAL REGION (GARMENT KNITTING SECTOR)
FOR THE PERIOD 1 SEPTEMBER 2017 - 31 AUGUST 2018**

WAGES		GROUP A (i.e Employers contributing to the Productivity Incentive Scheme)				
DESCRIPTION OF OCCUPATION		Wage rate per week from 01 Sep 2016 to 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%	Across the board increase 7.6%	Wage rate per week from 01 Sep 2017 to 31 Aug 2018	New Employees on Incentivised Scheme Effective 1 September 2017 = 80%
(i)	Foreman:	2092.05	1673.65	159.00	2251.05	1800.85
(ii)	Dyer: (See (iv) below)					
(iii)	Storeman:					
(i)	Qualified:	2013.80	1611.05	153.05	2166.85	1733.50
(ii)	Learners:					
	first six months of experience	727.55	582.05	55.30	782.85	626.30
	second six months of experience	1049.10	839.30	79.75	1128.85	903.10
	third six months of experience	1370.80	1096.65	104.20	1475.00	1180.00
	next four months of experience	1692.30	1353.85	128.60	1820.90	1456.70
	Thereafter, the wage specified in (iii)(i) i.e.	2013.80	1611.05	153.05	2166.85	1733.50
(iv)	Mechanic/Dyer:					
(i)	Qualified:	2092.05	1673.65	159.00	2251.05	1800.85
(ii)	Learners:					
	first six months of experience	727.55	582.05	55.30	782.85	626.30
	second six months of experience	863.75	691.00	65.65	929.40	743.50
	third six months of experience	1000.30	800.25	76.00	1076.30	861.05
	fourth six months of experience	1136.95	909.55	86.40	1223.35	978.70
	fifth six months of experience	1273.50	1018.80	96.80	1370.30	1096.25
	sixth six months of experience	1409.50	1127.60	107.10	1516.60	1213.30
	seventh six months of experience	1546.35	1237.10	117.50	1663.85	1331.10
	eighth six months of experience	1682.75	1346.20	127.90	1810.65	1448.50
	ninth six months of experience	1819.05	1455.25	138.25	1957.30	1565.85
	next four months of experience	1955.90	1564.70	148.65	2104.55	1683.65
	Thereafter, the wage specified in (iv)(i) i.e.	2092.05	1673.65	159.00	2251.05	1800.85
(v)	Mechanic's Assistant:					
(i)	Qualified:	1370.45	1096.35	104.15	1474.60	1179.70
(ii)	Learners:					
	first six months of experience	727.55	582.05	55.30	782.85	626.30
	second six months of experience	791.20	632.95	60.15	851.35	681.10
	third six months of experience	856.45	685.15	65.10	921.55	737.25
	fourth six months of experience	919.95	735.95	69.90	989.85	791.90
	fifth six months of experience	984.60	787.70	74.85	1059.45	847.55
	sixth six months of experience	1049.20	839.35	79.75	1128.95	903.15
	seventh six months of experience	1113.10	890.50	84.60	1197.70	958.15
	eighth six months of experience	1177.80	942.25	89.50	1267.30	1013.85
	ninth six months of experience	1241.75	993.40	94.35	1336.10	1068.90
	next four months of experience	1306.20	1044.95	99.25	1405.45	1124.35
	Thereafter, the wage specified in (v)(i) i.e.	1370.45	1096.35	104.15	1474.60	1179.70
(vi)	Supervisor:	1448.75	1159.00	110.10	1558.85	1247.10
(vii)	Final Examiner of fully-fashioned garments:	1345.40	1076.30	102.25	1447.65	1158.10
(viii)	Factory Clerk, Despatch Clerk, Stores Clerk:					

NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY
FOR THE KWAZULU-NATAL REGION (GARMENT KNITTING SECTOR)
FOR THE PERIOD 1 SEPTEMBER 2017 - 31 AUGUST 2018

WAGES		GROUP A (i.e Employers contributing to the Productivity Incentive Scheme)				
DESCRIPTION OF OCCUPATION		Wage rate per week from 01 Sep 2016 to 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%	Across the board increase 7.6%	Wage rate per week from 01 Sep 2017 to 31 Aug 2018	New Employees on Incentivised Scheme Effective 1 September 2017 = 80%
(i)	Qualified:	1317.35	1053.90	100.10	1417.45	1133.95
(ii)	Learners:					
	first six months of experience	727.55	582.05	55.30	782.85	626.30
	second six months of experience	874.80	699.85	66.50	941.30	753.05
	third six months of experience	1022.35	817.90	77.70	1100.05	880.05
	next four months of experience	1170.05	936.05	88.90	1258.95	1007.15
	Thereafter, the wage specified in (viii)(i) i.e.	1317.35	1053.90	100.10	1417.45	1133.95
(ix)	Knitting Machine Operator, Warp Knitting Machine Operator, Dyer's Assistant, Colouring Mass-Measurer and/or Cutter or Shaper (Knitting) of fully-fashioned garments, Handyman and Warper:					
(i)	Qualified:	1317.35	1053.90	100.10	1417.45	1133.95
(ii)	Learners:					
	first six months of experience	727.55	582.05	55.30	782.85	626.30
	second six months of experience	825.55	660.45	62.75	888.30	710.65
	third six months of experience	923.70	738.95	70.20	993.90	795.10
	fourth six months of experience	1022.35	817.90	77.70	1100.05	880.05
	fifth six months of experience	1120.80	896.50	85.15	1205.75	964.60
	next four months of experience	1219.15	975.30	92.65	1311.80	1049.45
	Thereafter, the wage specified in (ix)(i) i.e.	1317.35	1053.90	100.10	1417.45	1133.95
(x)	Loader of magazine or comb, Linker, Overlocker other than an overlocker of seconds in socks, Sewing Machinist (Knitting) including a button, buttonhole and hemming machinist, Mender and Plain Sewer:					
(i)	Qualified:	1149.45	919.55	87.35	1236.80	989.45
(ii)	Learners:					
	first six months of experience	727.55	582.05	55.30	782.85	626.30
	second six months of experience	832.70	666.15	63.30	896.00	716.80
	third six months of experience	938.15	750.50	71.30	1009.45	807.55
	next four months of experience	882.80	706.25	67.10	949.90	759.90
	Thereafter, the wage specified in (x)(i) i.e.	1149.45	919.55	87.35	1236.80	989.45
(xi)	Driver of a Motor Vehicle, the unladen mass of which, together with the unladen mass of any trailer or trailers drawn by such vehicle—:					
	(a) does not exceed 453,5 kg	1098.85	879.10	83.50	1182.35	945.90
	(b) exceeds 453,5 kg but not 2 721 kg	1297.40	1037.90	98.60	1396.00	1116.80

**NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY
FOR THE KWAZULU-NATAL REGION (GARMENT KNITTING SECTOR)
FOR THE PERIOD 1 SEPTEMBER 2017 - 31 AUGUST 2018**

WAGES		GROUP A (i.e Employers contributing to the Productivity incentive Scheme)				
DESCRIPTION OF OCCUPATION		Wage rate per week from 01 Sep 2016 to 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%	Across the board Increase 7.6%	Wage rate per week from 01 Sep 2017 to 31 Aug 2018	New Employees on Incentivised Scheme Effective 1 September 2017 = 80%
	(c) exceeds 2 721 kg but not 4 535 kg	1381.60	1105.30	105.00	1486.60	1189.30
	(d) exceeds 4 535 kg	1499.25	1199.40	113.95	1613.20	1290.55
(xii)	Security Officer:	1678.20	1342.55	127.55	1805.75	1444.60
(xiii)	Watchman:	1295.20	1036.15	98.45	1393.65	1114.90
(xiv)	Employee not elsewhere specified:					
	(i) Qualified:	1348.45	1078.75	102.50	1450.95	1160.75
	(ii) Learners:					
	first six months of experience	727.55	582.05	55.30	782.85	626.30
	second six months of experience	882.45	705.95	67.05	949.50	759.60
	third six months of experience	1038.15	830.50	78.90	1117.05	893.65
	next four months of experience	1193.10	954.50	90.70	1283.80	1027.05
	thereafter, the wage specified in (xiv)(i) i.e.	1348.45	1078.75	102.50	1450.95	1160.75
(xv)	Seamer, Mender of socks, Sorter, Cleaner (i.e. an employee engaged in cleaning garments and/or fabrics), Grader, Sampler (i.e. an employee engaged in the making up of sample cards), Winder, Overlocker for seconds in socks and/or Examiner of knitted fabrics and articles, Backwinder, Drawthreader, Pre- and Post-Boarder or Former, Precutter, Presser, Turner, Operator of calendar, slitting, setting or steaming machine, Operator of brushing, raising and/or cropping machine, Operator of dye machine, Operator of drying and/or hydro-extracting machine, employee engaged in Transferring and/or Labelling, Trimming of surplus threads, Folding, Carding and/or Packing, Waxring Maker, Boiler Attendant, Creeler, Despatch Packer, Parcel Maker and Floor Walker/Runner.					
	(i) Qualified:	945.00	756.00	71.80	1016.80	813.45
	(ii) Learners:					
	first six months of experience	727.55	582.05	55.30	782.85	626.30
	second six months of experience	799.75	639.80	60.80	860.55	688.45
	third six months of experience	872.90	698.30	66.35	939.25	751.40
	Thereafter, the wage specified in (xv) (i) i.e.	945.00	756.00	71.80	1016.80	813.45
(xvi)	Traveller's Assistant, Cloakroom	945.00	756.00	71.80	1016.80	813.45
(xvii)	General Worker (Knitting)	1097.65	878.10	83.40	1181.05	944.85

NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with effect from 1 September 2017, increase the Weekly Wage for those employees by the agreed Wage Increase of 7.6% Across-the-Board.

**NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY
FOR THE KWAZULU-NATAL REGION (GARMENT KNITTING SECTOR)
FOR THE PERIOD 1 SEPTEMBER 2017 - 31 AUGUST 2018**

WAGES		GROUP B (i.e Employers NOT contributing to the Productivity Incentive Scheme)				
DESCRIPTION OF OCCUPATION		Wage rate per week from 01 Sep 2016 to 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%	Across the Board increase 7.6%	Wage rate per week from 01 Sep 2017 to 31 Aug 2018	New Employees on Incentivised Scheme Effective 1 September 2017 = 80%
(i)	Foreman:	2101.80	1681.45	159.75	2261.55	1809.25
(ii)	Dyer: (See (iv) below)					
(iii)	Storeman:					
(i)	Qualified:	2023.10	1618.50	153.75	2176.85	1741.50
(ii)	Learners:					
	first six months of experience	730.95	584.75	55.55	786.50	629.20
	second six months of experience	1053.90	843.10	80.10	1134.00	907.20
	third six months of experience	1377.15	1101.70	104.65	1481.80	1185.45
	next four months of experience	1700.05	1360.05	129.20	1829.25	1463.40
	Thereafter, the wage specified in (iii)(i) i.e.	2023.10	1618.50	153.75	2176.85	1741.50
(iv)	Mechanic/Dyer:					
(i)	Qualified:	2101.80	1681.45	159.75	2261.55	1809.25
(ii)	Learners:					
	first six months of experience	730.95	584.75	55.55	786.50	629.20
	second six months of experience	867.90	694.30	65.95	933.85	747.10
	third six months of experience	1005.00	804.00	76.40	1081.40	865.10
	fourth six months of experience	1142.10	913.70	86.80	1228.90	983.10
	fifth six months of experience	1279.50	1023.60	97.25	1376.75	1101.40
	sixth six months of experience	1416.05	1132.85	107.60	1523.65	1218.90
	seventh six months of experience	1553.55	1242.85	118.05	1671.60	1337.30
	eighth six months of experience	1690.60	1352.50	128.50	1819.10	1455.30
	ninth six months of experience	1827.50	1462.00	138.90	1966.40	1573.10
	next four months of experience	1964.95	1571.95	149.35	2114.30	1691.45
	Thereafter, the wage specified in (iv)(i) i.e.	2101.80	1681.45	159.75	2261.55	1809.25
(v)	Mechanic's Assistant:					
(i)	Qualified:	1376.85	1101.50	104.65	1481.50	1185.20
(ii)	Learners:					
	first six months of experience	730.95	584.75	55.55	786.50	629.20
	second six months of experience	794.85	635.90	60.40	855.25	684.20
	third six months of experience	860.35	688.30	65.40	925.75	740.60
	fourth six months of experience	924.20	739.35	70.25	994.45	795.55
	fifth six months of experience	989.25	791.40	75.20	1064.45	851.55
	sixth six months of experience	1054.10	843.30	80.10	1134.20	907.35
	seventh six months of experience	1118.30	894.65	85.00	1203.30	962.65
	eighth six months of experience	1183.10	946.50	89.90	1273.00	1018.40
	ninth six months of experience	1247.50	998.00	94.80	1342.30	1073.85
	next four months of experience	1312.10	1049.70	99.70	1411.80	1129.45
	Thereafter, the wage specified in (v)(i) i.e.	1376.85	1101.50	104.65	1481.50	1185.20
(vi)	Supervisor:	1455.45	1164.35	110.60	1566.05	1252.85
(vii)	Final Examiner of fully-fashioned garments:	1351.60	1081.30	102.70	1454.30	1163.45
(viii)	Factory Clerk, Despatch Clerk, Stores Clerk:					
(i)	Qualified:	1323.45	1058.75	100.60	1424.05	1139.25

**NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY
FOR THE KWAZULU-NATAL REGION (GARMENT KNITTING SECTOR)
FOR THE PERIOD 1 SEPTEMBER 2017 - 31 AUGUST 2018**

WAGES		GROUP B (I.e Employers NOT contributing to the Productivity Incentive Scheme)				
DESCRIPTION OF OCCUPATION		Wage rate per week from 01 Sep 2016 to 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%	Across the Board Increase 7.6%	Wage rate per week from 01 Sep 2017 to 31 Aug 2018	New Employees on Incentivised Scheme Effective 1 September 2017 = 80%
(ii)	Learners:	0.00	0.00		0.00	0.00
	first six months of experience	730.95	584.75	55.55	786.50	629.20
	second six months of experience	878.90	703.10	66.80	945.70	756.55
	third six months of experience	1027.15	821.70	78.05	1105.20	884.15
	next four months of experience	1175.40	940.30	89.35	1264.75	1011.80
	Thereafter, the wage specified in (viii)(i) i.e.	1323.45	1058.75	100.60	1424.05	1139.25
(ix)	Knitting Machine Operator, Warp Knitting Machine Operator, Dyer's Assistant, Colouring Mass-Measurer and/or Cutter or Shaper (Knitting) of fully-fashioned garments, Handyman and Warper:					
(i)	Qualified:	1323.45	1058.75	100.60	1424.05	1139.25
(ii)	Learners:					
	first six months of experience	730.95	584.75	55.55	786.50	629.20
	second six months of experience	829.45	663.55	63.05	892.50	714.00
	third six months of experience	928.00	742.40	70.55	998.55	798.85
	fourth six months of experience	1027.25	821.80	78.05	1105.30	884.25
	fifth six months of experience	1125.70	900.55	85.55	1211.25	969.00
	next four months of experience	1224.75	979.80	93.10	1317.85	1054.30
	Thereafter, the wage specified in (ix)(i) i.e.	1323.45	1058.75	100.60	1424.05	1139.25
(x)	Loader of magazine or comb, Linker, Overlocker other than an overlocker of seconds in socks, Sewing Machinist (Knitting) including a button, buttonhole and hemming machinist, Mender and Plain					
(i)	Qualified:	1154.90	923.90	87.75	1242.65	994.10
(ii)	Learners:					
	first six months of experience	730.95	584.75	55.55	786.50	629.20
	second six months of experience	836.50	669.20	63.55	900.05	720.05
	third six months of experience	942.50	754.00	71.65	1014.15	811.30
	next four months of experience	1048.85	839.10	79.70	1128.55	902.85
	Thereafter, the wage specified in (x)(i) i.e.	1154.90	923.90	87.75	1242.65	994.10
(xi)	Driver of a Motor Vehicle, the unladen mass of which, together with the unladen mass of any trailer or trailers drawn by					
	(a) does not exceed 453,5 kg	1103.90	883.10	83.90	1187.80	950.25
	(b) exceeds 453,5 kg but not 2 721 kg	1303.40	1042.70	99.05	1402.45	1121.95
	(c) exceeds 2 721 kg but not 4 535 kg	1387.95	1110.35	105.50	1493.45	1194.75
	(d) exceeds 4 535 kg	1506.15	1204.90	114.45	1620.60	1296.50
(xii)	Security Officer:	1686.05	1348.85	128.15	1814.20	1451.35
(xiii)	Watchman:	1301.15	1040.90	98.90	1400.05	1120.05
(xiv)	Employee not elsewhere specified:					
(i)	Qualified:	1354.60	1083.70	102.95	1457.55	1166.05
(ii)	Learners:					

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FOR THE PERIOD 1 SEPTEMBER 2017 - 31 AUGUST 2018**

WAGES		GROUP B (i.e Employers NOT contributing to the Productivity incentive Scheme)				
DESCRIPTION OF OCCUPATION		Wage rate per week from 01 Sep 2016 to 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%	Across the Board increase 7.6%	Wage rate per week from 01 Sep 2017 to 31 Aug 2018	New Employees on Incentivised Scheme Effective 1 September 2017 = 80%
	first six months of experience	730.95	584.75	55.55	786.50	629.20
	second six months of experience	886.65	709.30	67.40	954.05	763.25
	third six months of experience	1042.95	834.35	79.25	1122.20	897.75
	next four months of experience	1198.65	958.90	91.10	1289.75	1031.80
	thereafter, the wage specified in (xiv)(i) i.e.	1354.60	1083.70	102.95	1457.55	1166.05
(xv)	Seamer, Mender of socks, Sorter, Cleaner (i.e. an employee engaged in cleaning garments and/or fabrics), Grader, Sampler (i.e. an employee engaged in the making up of sample cards), Winder, Overlocker for seconds in socks and/or Examiner of knitted fabrics and articles, Backwinder, Drawthreader, Pre- and Post-Boarder or Former, Precutter, Presser, Turner, Operator of calendar, slitting, setting or steaming machine, Operator of brushing, raising and/or cropping machine, Operator of dye machine, Operator of drying and/or hydro-extracting machine, employee engaged in Transferring and/or Labelling, Trimming of surplus threads, Folding, Carding and/or Packing, Waxring Maker, Boiler Attendant, Creeler, Despatch Packer, Parcel Maker and Floor Walker/Runner.					
	(i) Qualified:	949.35	759.50	72.15	1021.50	817.20
	(ii) Learners:					
	first six months of experience	730.95	584.75	55.55	786.50	629.20
	second six months of experience	803.50	642.80	61.05	864.55	691.65
	third six months of experience	876.85	701.50	66.65	943.50	754.80
	Thereafter, the wage specified in (xv) (i) i.e.	949.35	759.50	72.15	1021.50	817.20
(xvi)	Traveller's Assistant, Cloakroom Supervisor and/or Attendant, Teamaker	949.35	759.50	72.15	1021.50	817.20
(xvii)	General Worker (Knitting)	1102.80	882.25	83.80	1186.60	949.30
NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with effect from 1 September 2017, Increase the Weekly Wage for those employees by the agreed Wage Increase of 7.6% Across-the-Board.						