



NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY

NORTHERN CHAMBER

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

CIRCULAR NO. NC/03/2017

Telephone Enquiries : Labour Affairs Department

1 September 2017

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

Dear Sir/Madam

INFORMATION CIRCULAR TO THE INDUSTRY FOLLOWING THE 2016 ROUND OF NEGOTIATIONS METRO AREAS ONLY

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

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.

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

1. INCREASE TO TOTAL LABOUR COST

The increase to total labour cost for all current employees (inclusive of those previous employees who rejoin the industry after less than 3 years absence from the industry) shall be **7.6%**, for each of the job categories prescribed for these areas with effect from **1 September 2017, rounded** to the nearest 50 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 **new wage rates** applicable to the new employees on the Incentivised Wage Scheme which became effective from 1 September 2012.

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

2. CONTRIBUTIONS

2.1 Medical Benefit Society

The employee contribution rate to the Medical Benefit Society remains unaltered at R7.00 per week, whilst the employer contribution rate increases from **R20.39 to R21.94** per week:

Employee : R7.00
Employer : R21.94

2.2 Provident Fund

The employer contribution rate to the Provident Fund remains unaltered for the period 1 September 2017 to 31 July 2018 and employee contribution rate remains unaltered for the period 2017/2018 as:

Employee : 5.75%
Employer : 7%

NB: The current employer contribution levels for metro which is part of the employer total labour cost shall be improved by **0.5% from 1 August 2018**.

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

2.3 Bargaining Council Levy

The Bargaining Council levy payable by the employee shall be **R2.64** per week deducted from each employee's wage and the Bargaining Council Levy payable by the employer shall be **R2.85**.

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
Industry Protection Fund	17c	18c
SACTWU HIV/AIDS Project	57c	61c
SACTWU Bursary Fund	38c	41c

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. EMPLOYER AGENCY SHOP FEE

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

5. FAMILY RESPONSIBILITY LEAVE

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

6. 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%

7. 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 7th 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.

8. SCHEDULE OF DEDUCTIONS

A revised schedule of weekly deductions and contributions accompanies this circular

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

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

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

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

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

Yours faithfully

EDGAR TAMBOER
REGIONAL SECRETARY



NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY

NORTHERN CHAMBER

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INFORMATION SCHEDULE

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

DEDUCTIONS & CONTRIBUTIONS EFFECTIVE FROM 1 SEPTEMBER 2017 TO 31 AUGUST 2018

COUNCIL LEVIES	PROVIDENT FUND		INDUSTRY PROTECTION FUND	SACTWU SUBS. <i>(for Union members ONLY)</i>	SACTWU HIV/AIDS PROJECT	EMPLOYER AGENCY SHOP FEE
	Employee	Employer				
Employee: R2.64 per week	5,75% of each individual contributor's basic weekly wage, calculated to the nearest cent	7% of each individual contributor's basic weekly wage, calculated to the nearest cent	11 cents per week Payable by the Employer by means of a deduction from an Employee's wages	1% of each individual Trade Union member's basic wage rate plus R1,80 with a minimum of R10.93 per week and a maximum of R18.53 per week	61 cents per week Payable by EMPLOYER ONLY	60 or fewer employees: Lump sum if R250.00 p.m. (incl VAT) 61 and more employees: R4.25 per employee p.m. (incl VAT)
Employer: R2.85 per week	Payable to : Clothing Industry (Northern Areas) Provident Fund No deduction made if contributor has worked for less than 20 hours in the week in which the deduction falls due.	Bank : Standard Bank Johannesburg Branch Account No: 000038628 Branch Code: 00020500	18 cents per week Payable by the employer per week.	UNION AGENCY FEE <i>(i.r.o. NON-Union members)</i> 1% of each NON Trade Union member's basic wage rate with a minimum of R9.13 per week and a maximum of R16.73 per week	SACTWU BURSARY FUND 41cents per week Payable by EMPLOYER ONLY i.r.o each employee to whom this Agreement of the Council applies.	

MEDICAL BENEFIT SOCIETY	
Employee	Employer
R7.00 per week	R21.94 per week

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

	PAYABLE TO:	PAYMENT METHOD :
Council Levies Medical Benefit Society 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

**NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY
FREE STATE AND NORTHERN CAPE REGION NEW WAGE RATES NEGOTIATED BY THE PARTIES
FOR THE PERIOD 01 SEPTEMBER 2017 TO 31 AUGUST 2018**

WAGES		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)				
DESCRIPTION OF OCCUPATION		Wages 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%	Wages per Week from 01 Sep 2017 to 31 Aug 2018	New Employees on Incentivised Scheme Effective 1 September 2017 = 80%
		R	R	R	R	R
A. ALL AREAS						
(i)	(a) Foreman	3,049.00	2,439.00	231.50	3,280.50	2,624.50
	(b) Supervisor/Quality Controller					
	(i) Qualified	1,246.00	997.00	94.50	1,340.50	1,072.50
	(ii) Learners					
	first six months of experience	855.50	684.50	65.00	920.50	736.50
	second six months of experience	1,021.00	817.00	77.50	1,098.50	879.00
	Thereafter, the wage specified in (ii)(i) i.e.	1,246.00	997.00	94.50	1,340.50	1,072.50
	(c) Cloakroom Supervisor/Watchman	868.50	695.00	66.00	934.50	747.50
	(d) Mechanic	2,860.00	2,288.00	217.50	3,077.50	2,462.00
	(e) Unqualified Mechanic	1,065.50	852.50	81.00	1,146.50	917.00
	(f) Watchman	868.50	695.00	66.00	934.50	747.50
	(g) Labourer	679.00	543.00	51.50	730.50	584.50
	(h) Boiler Attendant	746.50	597.00	56.50	803.00	642.50
(ii)	Pattern Grader					
	(i) Qualified	1,615.00	1,292.00	122.50	1,737.50	1,390.00
	(ii) Learners					
	first six months of experience	623.50	499.00	47.50	671.00	537.00
	second six months of experience	747.50	598.00	57.00	804.50	643.50
	third six months of experience	870.50	696.50	66.00	936.50	749.00
	fourth six months of experience	997.00	797.50	76.00	1,073.00	858.50
	fifth six months of experience	1,119.50	895.50	85.00	1,204.50	963.50
	sixth six months of experience	1,241.50	993.00	94.50	1,336.00	1,069.00
	seventh six months of experience	1,365.50	1,092.50	104.00	1,469.50	1,175.50
	next four months of experience	1,489.50	1,191.50	113.00	1,602.50	1,282.00
	Thereafter, the wage specified in (ii)(i) i.e.	1,615.00	1,292.00	122.50	1,737.50	1,390.00
(iii)	Marker-In					
	(i) Qualified	1,246.00	997.00	94.50	1,340.50	1,072.50
	(ii) Learners					
	first six months of experience	623.50	499.00	47.50	671.00	537.00
	second six months of experience	700.00	560.00	53.00	753.00	602.50
	third six months of experience	782.50	626.00	59.50	842.00	673.50
	fourth six months of experience	857.50	686.00	65.00	922.50	738.00
	fifth six months of experience	937.00	749.50	71.00	1,008.00	806.50
	sixth six months of experience	1,012.00	809.50	77.00	1,089.00	871.00
	seventh six months of experience	1,090.50	872.50	83.00	1,173.50	939.00
	next four months of experience	1,166.50	933.00	88.50	1,255.00	1,004.00
	Thereafter, the wage specified in (iii)(i) i.e.	1,246.00	997.00	94.50	1,340.50	1,072.50
(iv)	Shaper & Chopper-out, other than an interlining and/or trimming chopper-out					
	(i) Qualified	998.50	799.00	76.00	1,074.50	859.50
	(ii) Learners					
	first six months of experience	592.50	474.00	45.00	637.50	510.00
	second six months of experience	661.00	529.00	50.00	711.00	569.00
	third six months of experience	729.50	583.50	55.50	785.00	628.00
	fourth six months of experience	796.50	637.00	60.50	857.00	685.50
	fifth six months of experience	863.50	691.00	65.50	929.00	743.00
	next four months of experience	931.50	745.00	71.00	1,002.50	802.00

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DESCRIPTION OF OCCUPATION		Wages 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%	Wages per Week from 01 Sep 2017 to 31 Aug 2018	New Employees on Incentivised Scheme Effective 1 September 2017 = 80%
		R	R	R	R	R
	Thereafter, the wage specified in (iv)(i) i.e.	998.50	799.00	76.00	1,074.50	859.50
(v)	Checker, Examiner and/or Passer					
	(i) Qualified	868.50	695.00	66.00	934.50	747.50
	(ii) Learners					
	first six months of experience	592.50	474.00	45.00	637.50	510.00
	second six months of experience	661.00	529.00	50.00	711.00	569.00
	third six months of experience	729.50	583.50	55.50	785.00	628.00
	next four months of experience	797.00	637.50	60.50	857.50	686.00
	Thereafter, the wage specified in (v)(i) i.e.	868.50	695.00	66.00	934.50	747.50
(vi)	(a) Invoice Clerk					
	(i) Qualified	1,246.00	997.00	94.50	1,340.50	1,072.50
	(ii) Learners					
	first six months of experience	898.00	718.50	68.00	966.00	773.00
	Thereafter, the wage specified in (vi)(a)(i)	1,246.00	997.00	94.50	1,340.50	1,072.50
	(b) Despatch Clerk, Factory Clerk and/or Stores Clerk					
	(i) Qualified	912.50	730.00	69.50	982.00	785.50
	(ii) Learners					
	first six months of experience	655.50	524.50	50.00	705.50	564.50
	second six months of experience	783.50	627.00	59.50	843.00	674.50
	Thereafter, the wage specified in (vi)(b)(i) i.e.	912.50	730.00	69.50	982.00	785.50
(vii)	Sewing Machinist engaged in setting in sleeves and/or sewing round men's and ladies' tailored coats and overcoats:					
	(i) Qualified	983.00	786.50	74.50	1,057.50	846.00
	(ii) Learners					
	first six months of experience	592.50	474.00	45.00	637.50	510.00
	second six months of experience	657.00	525.50	50.00	707.00	565.50
	third six months of experience	721.50	577.00	55.00	776.50	621.00
	fourth six months of experience	786.00	629.00	59.50	845.50	676.50
	fifth six months of experience	851.00	681.00	64.50	915.50	732.50
	next four months of experience	918.00	734.50	70.00	988.00	790.50
	Thereafter, the wage specified in (vii)(i) i.e.	983.00	786.50	74.50	1,057.50	846.00
(viii)	Driver of a Motor Vehicle, the unladen mass of which together with the unladen mass of any trailer/trailers drawn by such vehicle—:					
	(a) Does not exceed 2 722 kg	1,075.00	860.00	81.50	1,156.50	925.00
	(b) Exceeds 2 722 kg	1,249.00	999.00	95.00	1,344.00	1,075.00
(ix)	Part-time Driver of a Motor Vehicle	978.50	783.00	74.50	1,053.00	842.50
(x)	Knitting Machine Operator					
	(i) Qualified	1,280.00	1,024.00	97.50	1,377.50	1,102.00
	(ii) Learners					
	first six months of experience	592.50	474.00	45.00	637.50	510.00
	second six months of experience	708.50	567.00	54.00	762.50	610.00
	third six months of experience	822.00	657.50	62.50	884.50	707.50
	fourth six months of experience	937.50	750.00	71.50	1,009.00	807.00
	fifth six months of experience	1,050.50	840.50	80.00	1,130.50	904.50
	next four months of experience	1,167.00	933.50	88.50	1,255.50	1,004.50
	Thereafter, the wage specified in (x)(i) i.e.	1,280.00	1,024.00	97.50	1,377.50	1,102.00

**NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY
FREE STATE AND NORTHERN CAPE REGION NEW WAGE RATES NEGOTIATED BY THE PARTIES
FOR THE PERIOD 01 SEPTEMBER 2017 TO 31 AUGUST 2018**

DESCRIPTION OF OCCUPATION		Wages 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%	Wages per Week from 01 Sep 2017 to 31 Aug 2018	New Employees on Incentivised Scheme Effective 1 September 2017 = 80%
		R	R	R	R	R
(xi)	Maintenance hand					
	(i) Qualified	734.50	587.50	56.00	790.50	632.50
	(ii) Learners					
	first six months of experience	592.50	474.00	45.00	637.50	510.00
	second six months of experience	621.00	497.00	47.00	668.00	534.50
	third six months of experience	645.00	516.00	49.00	694.00	555.00
	fourth six months of experience	675.00	540.00	51.50	726.50	581.00
	next four months of experience	708.00	566.50	54.00	762.00	609.50
	Thereafter, the wage specified in (xi)(i) i.e.	734.50	587.50	56.00	790.50	632.50
B. IN THE MAGISTERIAL DISTRICTS OF BLOEMFONTEIN, KIMBERLEY AND KROONSTAD						
(i) (a)	Sewing Machinist					
	(i) Qualified	868.50	695.00	66.00	934.50	747.50
	(ii) Learners					
	first six months of experience	592.50	474.00	45.00	637.50	510.00
	second six months of experience	637.50	510.00	48.50	686.00	549.00
	third six months of experience	683.00	546.50	52.00	735.00	588.00
	Thereafter, the wage specified in (i)(i) i.e.	868.50	695.00	66.00	934.50	747.50
(i) (b)	Invisible Mender, Finisher, Presser, Trimmer, Marker-In and/or Chopper-out of linings and trimmings, Former Scriber and Screen Printer					
	(i) Qualified	868.50	695.00	66.00	934.50	747.50
	(ii) Learners					
	first six months of experience	592.50	474.00	45.00	637.50	510.00
	second six months of experience	637.50	510.00	48.50	686.00	549.00
	third six months of experience	683.00	546.50	52.00	735.00	588.00
	fourth six months of experience	729.50	583.50	55.50	785.00	628.00
	fifth six months of experience	775.00	620.00	59.00	834.00	667.00
	next four months of experience	821.50	657.00	62.50	884.00	707.00
	Thereafter, the wage specified in (i)(i) i.e.	868.50	695.00	66.00	934.50	747.50
	Set Leader and/or Team Leader	922.50	738.00	70.00	992.50	794.00
(ii)	General Worker/Pleater					
	(i) Qualified	655.50	524.50	50.00	705.50	564.50
	(ii) Learners					
	first six months of experience	592.50	474.00	45.00	637.50	510.00
	second six months of experience	622.50	498.00	47.50	670.00	536.00
	Thereafter, the wage specified in (ii)(i) i.e.	655.50	524.50	50.00	705.50	564.50
(iii)	Despatch Packer and Layer-up					
	(i) Qualified	678.00	542.50	51.50	729.50	583.50
	(ii) Learners					
	first six months of experience	592.50	474.00	45.00	637.50	510.00
	second six months of experience	634.50	507.50	48.00	682.50	546.00
	Thereafter, the wage specified in (iii)(i) i.e.	678.00	542.50	51.50	729.50	583.50
(iv)	Plain Sewer					
	(i) Qualified	708.50	567.00	54.00	762.50	610.00
	(ii) Learners					
	first six months of experience	592.50	474.00	45.00	637.50	510.00
	Thereafter, the wage specified in (iv)(i) i.e.	708.50	567.00	54.00	762.50	610.00
(v)	Sample Machinist	987.00	789.50	75.00	1,062.00	849.50
C. IN THE MAGISTERIAL DISTRICTS OF FRANKFORT, PARYS AND VREDEFORT						

**NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY
FREE STATE AND NORTHERN CAPE REGION NEW WAGE RATES NEGOTIATED BY THE PARTIES
FOR THE PERIOD 01 SEPTEMBER 2017 TO 31 AUGUST 2018**

DESCRIPTION OF OCCUPATION		Wages 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%	Wages per Week from 01 Sep 2017 to 31 Aug 2018	New Employees on Incentivised Scheme Effective 1 September 2017 = 80%
		R	R	R	R	R
(i) (a)	Sewing Machinist					
	(i) Qualified:	824.50	659.50	66.00	890.50	712.50
	(ii) Learners:					
	first six months of experience	565.00	452.00	45.00	610.00	488.00
	second six months of experience	607.50	486.00	48.50	656.00	525.00
	third six months of experience	651.00	521.00	52.00	703.00	562.50
	Thereafter, the wage specified in (i)(a)(i)	824.50	659.50	66.00	890.50	712.50
(i) (b)	Invisible Mender, Finisher, Presser, Trimmer, Marker-In and/or Chopper-out of linings and trimmings, Former Scriber and Screen Printer:					
	(i) Qualified:	824.50	659.50	66.00	890.50	712.50
	(ii) Learners:					
	first six months of experience	565.00	452.00	45.00	610.00	488.00
	second six months of experience	607.50	486.00	48.50	656.00	525.00
	third six months of experience	651.00	521.00	52.00	703.00	562.50
	fourth six months of experience	694.00	555.00	55.50	749.50	599.50
	fifth six months of experience	736.50	589.00	59.00	795.50	636.50
	Next four months of experience	780.00	624.00	62.50	842.50	674.00
	Thereafter, the wage specified in (i)(b)(i)	824.50	659.50	66.00	890.50	712.50
	Set Leader and/or Team Leader	876.50	701.00	70.00	946.50	757.00
(ii)	General Worker/Pleater					
	(i) Qualified	631.00	505.00	50.00	681.00	545.00
	(ii) Learners					
	first six months of experience	565.00	452.00	45.00	610.00	488.00
	second six months of experience	598.00	478.50	47.50	645.50	516.50
	Thereafter, the wage specified in (ii)(i) i.e.	631.00	505.00	50.00	681.00	545.00
(iii)	Despatch Packer					
	(i) Qualified	658.00	526.50	51.50	709.50	567.50
	(ii) Learners					
	first six months of experience	565.00	452.00	45.00	610.00	488.00
	second six months of experience	611.00	489.00	48.00	659.00	527.00
	Thereafter, the wage specified in (iii)(i) i.e.	658.00	526.50	51.50	709.50	567.50
(iv)	Layer-Up					
	(i) Qualified	653.00	522.50	51.50	704.50	563.50
	(ii) Learners					
	first six months of experience	565.00	452.00	45.00	610.00	488.00
	second six months of experience	611.50	489.00	48.00	659.50	527.50
	Thereafter, the wage specified in (iii)(i) i.e.	665.00	532.00	51.50	716.50	573.00
(v)	Plain Sewer					
	(i) Qualified	682.00	545.50	54.00	736.00	589.00
	(ii) Learners					
	first six months of experience	567.50	454.00	45.00	612.50	490.00
	Thereafter, the wage specified in (iv)(i) i.e.	682.00	545.50	54.00	736.00	589.00
(vi)	Sample Machinist	936.50	749.00	75.00	1,011.50	809.00

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
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WAGES		GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)				
DESCRIPTION OF OCCUPATION		Wages per Week from 01 Sep 2016 to 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%	Across the Board Increase 7.6%	Wages per Week from 01 Sep 2017 to 31 Aug 2018	New Employees on Incentivised Scheme Effective 1 September 2017 = 80%
		R	R	R	R	R
A. ALL AREAS						
(i)	(a) Foreman	3,063.00	2,450.50	233.00	3,296.00	2,637.00
	(b) Supervisor/Quality Controller					
	(i) Qualified	1,253.00	1,002.50	95.00	1,348.00	1,078.50
	(ii) Learners					
	first six months of experience	859.00	687.00	65.50	924.50	739.50
	second six months of experience	1,025.50	820.50	78.00	1,103.50	883.00
	Thereafter, the wage specified in (ii)(i) i.e.	1,253.00	1,002.50	95.00	1,348.00	1,078.50
	(c) Cloakroom Supervisor/Watchman	871.00	697.00	66.00	937.00	749.50
	(d) Mechanic	2,874.00	2,299.00	218.50	3,092.50	2,474.00
	(e) Unqualified Mechanic	1,072.00	857.50	81.50	1,153.50	923.00
	(f) Watchman	871.00	697.00	66.00	937.00	749.50
	(g) Labourer	681.50	545.00	52.00	733.50	587.00
	(h) Boiler Attendant	749.00	599.00	57.00	806.00	645.00
(ii)	Pattern Grader					
	(i) Qualified	1,622.00	1,297.50	123.50	1,745.50	1,396.50
	(ii) Learners					
	first six months of experience	626.50	501.00	47.50	674.00	539.00
	second six months of experience	750.00	600.00	57.00	807.00	645.50
	third six months of experience	875.00	700.00	66.50	941.50	753.00
	fourth six months of experience	1,001.00	801.00	76.00	1,077.00	861.50
	fifth six months of experience	1,123.00	898.50	85.50	1,208.50	967.00
	sixth six months of experience	1,247.50	998.00	95.00	1,342.50	1,074.00
	seventh six months of experience	1,371.50	1,097.00	104.00	1,475.50	1,180.50
	next four months of experience	1,494.50	1,195.50	113.50	1,608.00	1,286.50
	Thereafter, the wage specified in (ii)(i) i.e.	1,622.00	1,297.50	123.50	1,745.50	1,396.50
(iii)	Marker-In					
	(i) Qualified	1,253.00	1,002.50	95.00	1,348.00	1,078.50
	(ii) Learners					
	first six months of experience	626.50	501.00	47.50	674.00	539.00
	second six months of experience	703.50	563.00	53.50	757.00	605.50
	third six months of experience	784.50	627.50	59.50	844.00	675.00
	fourth six months of experience	861.00	689.00	65.50	926.50	741.00
	fifth six months of experience	939.50	751.50	71.50	1,011.00	809.00
	sixth six months of experience	1,017.00	813.50	77.50	1,094.50	875.50
	seventh six months of experience	1,096.00	877.00	83.50	1,179.50	943.50
	next four months of experience	1,171.50	937.00	89.00	1,260.50	1,008.50
	Thereafter, the wage specified in (iii)(i)	1,253.00	1,002.50	95.00	1,348.00	1,078.50
(iv)	Shaper & Chopper-out, other than an interlining and/or trimming chopper-out					
	(i) Qualified	1,004.00	803.00	76.50	1,080.50	864.50
	(ii) Learners					
	first six months of experience	596.00	477.00	45.50	641.50	513.00
	second six months of experience	663.50	531.00	50.50	714.00	571.00
	third six months of experience	734.50	587.50	56.00	790.50	632.50
	fourth six months of experience	799.00	639.00	60.50	859.50	687.50
	fifth six months of experience	868.50	695.00	66.00	934.50	747.50
	next four months of experience	936.00	749.00	71.00	1,007.00	805.50

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DESCRIPTION OF OCCUPATION		Wages 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%	Wages per Week from 01 Sep 2017 to 31 Aug 2018	New Employees on Incentivised Scheme Effective 1 September 2017 = 80%
		R	R	R	R	R
	Thereafter, the wage specified in (iv)(i)	1,004.00	803.00	76.50	1,080.50	864.50
(v)	Checker, Examiner and/or Passer					
	(i) Qualified	871.00	697.00	66.00	937.00	749.50
	(ii) Learners					
	first six months of experience	596.00	477.00	45.50	641.50	513.00
	second six months of experience	663.50	531.00	50.50	714.00	571.00
	third six months of experience	734.50	587.50	56.00	790.50	632.50
	next four months of experience	799.50	639.50	61.00	860.50	688.50
	Thereafter, the wage specified in (v)(i) i.e.	871.00	697.00	66.00	937.00	749.50
(vi)	(a) Invoice Clerk					
	(i) Qualified	1,253.00	1,002.50	95.00	1,348.00	1,078.50
	(ii) Learners					
	first six months of experience	901.50	721.00	68.50	970.00	776.00
	Thereafter, the wage specified in (vi)(a)(i)	1,253.00	1,002.50	95.00	1,348.00	1,078.50
	(b) Despatch Clerk, Factory Clerk and/or Stores Clerk					
	(i) Qualified	916.50	733.00	69.50	986.00	789.00
	(ii) Learners					
	first six months of experience	657.50	526.00	50.00	707.50	566.00
	second six months of experience	786.00	629.00	59.50	845.50	676.50
	Thereafter, the wage specified in (vi)(b)(i)	916.50	733.00	69.50	986.00	789.00
(vii)	Sewing Machinist engaged in setting in sleeves and/or sewing round men's and ladies' tailored coats and overcoats:					
	(i) Qualified	987.00	789.50	75.00	1,062.00	849.50
	(ii) Learners					
	first six months of experience	596.00	477.00	45.50	641.50	513.00
	second six months of experience	661.00	529.00	50.00	711.00	569.00
	third six months of experience	724.00	579.00	55.00	779.00	623.00
	fourth six months of experience	789.50	631.50	60.00	849.50	679.50
	fifth six months of experience	856.50	685.00	65.00	921.50	737.00
	next four months of experience	922.50	738.00	70.00	992.50	794.00
	Thereafter, the wage specified in (vii)(i)	987.00	789.50	75.00	1,062.00	849.50
(viii)	Driver of a Motor Vehicle, the unladen mass of which together with the unladen mass of any trailer/trailers drawn by such vehicle—:					
	(a) Does not exceed 2 722 kg	1,080.00	864.00	82.00	1,162.00	929.50
	(b) Exceeds 2 722 kg	1,255.00	1,004.00	95.50	1,350.50	1,080.50
(ix)	Part-time Driver of a Motor Vehicle	983.00	786.50	74.50	1,057.50	846.00
(x)	Knitting Machine Operator					
	(i) Qualified	1,287.00	1,029.50	98.00	1,385.00	1,108.00
	(ii) Learners					
	first six months of experience	596.00	477.00	45.50	641.50	513.00
	second six months of experience	713.00	570.50	54.00	767.00	613.50
	third six months of experience	825.00	660.00	62.50	887.50	710.00
	fourth six months of experience	940.00	752.00	71.50	1,011.50	809.00
	fifth six months of experience	1,055.00	844.00	80.00	1,135.00	908.00
	next four months of experience	1,173.00	938.50	89.00	1,262.00	1,009.50
	Thereafter, the wage specified in (x)(i) i.e.	1,287.00	1,029.50	98.00	1,385.00	1,108.00

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DESCRIPTION OF OCCUPATION		Wages 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%	Wages per Week from 01 Sep 2017 to 31 Aug 2018	New Employees on Incentivised Scheme Effective 1 September 2017 = 80%
		R	R	R	R	R
(xi)	Maintenance hand					
	(i) Qualified	737.00	589.50	56.00	793.00	634.50
	(ii) Learners					
	first six months of experience	596.00	477.00	45.50	641.50	513.00
	second six months of experience	623.50	499.00	47.50	671.00	537.00
	third six months of experience	648.00	518.50	49.00	697.00	557.50
	fourth six months of experience	679.50	543.50	51.50	731.00	585.00
	next four months of experience	712.50	570.00	54.00	766.50	613.00
	Thereafter, the wage specified in (xi)(i)	737.00	589.50	56.00	793.00	634.50
B. IN THE MAGISTERIAL DISTRICTS OF BLOEMFONTEIN, KIMBERLEY AND KROONSTAD						
(i) (a)	Sewing Machinist					
	(i) Qualified	871.00	697.00	66.00	937.00	749.50
	(ii) Learners					
	first six months of experience	596.00	477.00	45.50	641.50	513.00
	second six months of experience	642.00	513.50	49.00	691.00	553.00
	third six months of experience	686.50	549.00	52.00	738.50	591.00
	Thereafter, the wage specified in (i)(i) i.e.	871.00	697.00	66.00	937.00	749.50
(i) (b)	Invisible Mender, Finisher, Presser, Trimmer, Marker-In and/or Chopper-out of linings and trimmings, Former Scriber and Screen Printer					
	(i) Qualified	871.00	697.00	66.00	937.00	749.50
	(ii) Learners					
	first six months of experience	596.00	477.00	45.50	641.50	513.00
	second six months of experience	642.00	513.50	49.00	691.00	553.00
	third six months of experience	686.50	549.00	52.00	738.50	591.00
	fourth six months of experience	734.50	587.50	56.00	790.50	632.50
	fifth six months of experience	778.50	623.00	59.00	837.50	670.00
	next four months of experience	824.50	659.50	62.50	887.00	709.50
	Thereafter, the wage specified in (i)(i) i.e.	871.00	697.00	66.00	937.00	749.50
	Set Leader and/or Team Leader	926.00	741.00	70.50	996.50	797.00
(ii)	General Worker/Pleater					
	(i) Qualified	657.50	526.00	50.00	707.50	566.00
	(ii) Learners					
	first six months of experience	596.00	477.00	45.50	641.50	513.00
	second six months of experience	625.00	500.00	47.50	672.50	538.00
	Thereafter, the wage specified in (ii)(i) i.e.	657.50	526.00	50.00	707.50	566.00
(iii)	Despatch Packer and Layer-up					
	(i) Qualified	681.00	545.00	52.00	733.00	586.50
	(ii) Learners					
	first six months of experience	596.00	477.00	45.50	641.50	513.00
	second six months of experience	637.00	509.50	48.50	685.50	548.50
	Thereafter, the wage specified in (iii)(i)	681.00	545.00	52.00	733.00	586.50
(iv)	Plain Sewer					
	(i) Qualified	713.00	570.50	54.00	767.00	613.50
	(ii) Learners					
	first six months of experience	596.00	477.00	45.50	641.50	513.00
	Thereafter, the wage specified in (iv)(i)	713.00	570.50	54.00	767.00	613.50
(v)	Sample Machinist	992.00	793.50	75.50	1,067.50	854.00

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		R	R	R	R	R
C. IN THE MAGISTERIAL DISTRICTS OF FRANKFORT, PARYS AND VREDEFORT						
(i) (a)	Sewing Machinist					
	(i) Qualified:	827.00	661.50	66.00	893.00	714.50
	(ii) Learners:					
	first six months of experience	568.50	455.00	45.50	614.00	491.00
	second six months of experience	612.00	489.50	49.00	661.00	529.00
	third six months of experience	654.50	523.50	52.00	706.50	565.00
	Thereafter, the wage specified in (i)(a)(i)	827.00	661.50	66.00	893.00	714.50
(i) (b)	Invisible Mender, Finisher, Presser, Trimmer, Marker-In and/or Chopper-out of linings and trimmings, Former Scriber and Screen Printer:					
	(i) Qualified:	827.00	661.50	66.00	893.00	714.50
	(ii) Learners:					
	first six months of experience	568.50	455.00	45.50	614.00	491.00
	second six months of experience	612.00	489.50	49.00	661.00	529.00
	third six months of experience	654.50	523.50	52.00	706.50	565.00
	fourth six months of experience	699.00	559.00	56.00	755.00	604.00
	fifth six months of experience	740.00	592.00	59.00	799.00	639.00
	Next four months of experience	783.00	626.50	62.50	845.50	676.50
	Thereafter, the wage specified in (i)(b)(i)	827.00	661.50	66.00	893.00	714.50
	Set Leader and/or Team Leader	880.00	704.00	70.50	950.50	760.50
(ii)	General Worker/Pleater					
	(i) Qualified	633.00	506.50	50.00	683.00	546.50
	(ii) Learners					
	first six months of experience	568.50	455.00	45.50	614.00	491.00
	second six months of experience	600.50	480.50	47.50	648.00	518.50
	Thereafter, the wage specified in (ii)(i) i.e.	633.00	506.50	50.00	683.00	546.50
(iii)	Despatch Packer					
	(i) Qualified	661.00	529.00	52.00	713.00	570.50
	(ii) Learners					
	first six months of experience	568.50	455.00	45.50	614.00	491.00
	second six months of experience	613.50	491.00	48.50	662.00	529.50
	Thereafter, the wage specified in (iii)(i)	661.00	529.00	52.00	713.00	570.50
(iv)	Layer-Up					
	(i) Qualified	656.00	525.00	52.00	708.00	566.50
	(ii) Learners					
	first six months of experience	568.50	455.00	45.50	614.00	491.00
	second six months of experience	614.00	491.00	48.50	662.50	530.00
	Thereafter, the wage specified in (iii)(i)	668.50	535.00	52.00	720.50	576.50
(v)	Plain Sewer					
	(i) Qualified	684.50	547.50	54.00	738.50	591.00
	(ii) Learners					
	first six months of experience	569.50	455.50	45.50	615.00	492.00
	Thereafter, the wage specified in (iv)(i)	684.50	547.50	54.00	738.50	591.00
(vi)	Sample Machinist	938.00	750.50	75.50	1,013.50	811.00

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.