



NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY

HEAD OFFICE

Address: 7th Floor, Industria House, 350 Victoria Rd, Salt River, 7925
Tel: 021 460 4000 **Fax:** 021 460 4191 **Post:** PO Box 1142, Woodstock 7915 **Website:** www.nbc.org.za

CIRCULAR NO. NBC/04/2017

Telephone Enquiries: Labour Affairs Department

1 September 2017

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

Dear Sir/Madam

INFORMATION CIRCULAR TO THE INDUSTRY FOLLOWING THE 2017 ROUND OF INDUSTRY NEGOTIATIONS

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 Non-Metro (Part I of the Council's National Main Collective Agreement) are set out below.

1. INCREASE TO TOTAL LABOUR COST

NON-METRO "A & B" AREAS

The increase to total labour cost for all current employees (inclusive of those previous employees who rejoin the industry after less than 3 years' absence from the industry) shall be 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.

2. NEW CEILING WAGE RATES

The new ceiling rates are as follows:

Area	Period commencing 1 September 2017 to 31 August 2018		
	ANNUAL	MONTHLY	WEEKLY
Magisterial Districts of Camperdown, uMzinto, Paarl, Stellenbosch and Uitenhage	R126 828.00	R10 569.00	R2 439.00
All other Areas	R117 258.00	R9 771.50	R2 255.00

3. CONTRIBUTIONS

3.1 Provident Fund

Employer Contribution Rate:

The Employers' contribution rate shall remain unaltered at 4% of the weekly wage rate, which rate is based on an employee's actual basic wage.

NB: The current employer contribution levels for non-metro shall be improved by 0.5% from 1 August 2018 and shall be implemented until a target of 7.5% is reached.

Employee Contribution Rate:

The Employees' contribution rate has increased by 0.5% and the new contribution is 4.5% of the weekly wage rate, which rate is based on an employee's actual basic wage and **thereafter a further 0,5% improvement shall be implemented until a target of 6.5% is reached.**

3.2 Bargaining Council Levy

The percentage of the Bargaining Council Levy payable by the employer **remains unaltered at 0.47%** of a qualified machinist's rate of pay in "other areas", and this equates to **R4.24** per employee per week, with effect from 1 September 2017.

The percentage of the Bargaining Council Levy payable by the employee **remains unchanged at 0.37%** of a qualified machinist's rate of pay in "other areas", and this equates to **R3.34** per employee per week with effect from 1 September 2017.

3.3 SACTWU HIV/AIDS Project

The HIV/AIDS contribution **payable by the Employer increases to 54 cents** per employee per week.

4. TRADE UNION DEDUCTIONS

The **Trade Union Subscription (Closed Shop)** rate for its members changes to 1% of the member's basic wage rate with a **new minimum of R10.93** 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.

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, merely 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 must 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 respect of levies and contributions not be received by the Regional Secretary by the due date as stipulated for the respective regional chamber on the Deduction Schedule, 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. This will come into effect on 1 September 2017.

8. **SCHEDULE OF DEDUCTIONS**

A revised schedule of weekly deductions and contributions is enclosed.

9. **SCOPE OF THIS CIRCULAR**

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

- (i) **In the Province of the Eastern Cape -**
 - (aa) Port Elizabeth, including that portion of Hankey which, prior to the publication of Government Notice No. 1515 of 4 October 1963, fell within the Magisterial District of Port Elizabeth, including that portion which was transferred by the publication of Government Notice No. 1687 of 5 September 1975 to Uitenhage and excluding that portion of Hankey which was transferred by Government Notice No. 1974 of 26 September 1980 to Port Elizabeth; and
 - (bb) East London, including that portion which was transferred to Mdantsane by Government Notice No. 1481 of 27 August 1971, excluding those portions of the Ciskei that were transferred to East London by Government Notice No. 1877 of 4 September 1981 and Government Notice No. 1079 of 10 June 1988 and including that portion that was transferred to Ciskei by Government Notice No. 2354 of 5 October 1990.
- (ii) **In the Province of Kwazulu-Natal -** The Magisterial Districts of Chatsworth, Durban, Inanda, Lower Tugela, Pietermaritzburg and Pinetown;
- (iii) **In the Province of the Free State -** The Magisterial Districts of Bloemfontein, Frankfort, Kroonstad, Parys and Vredefort;
- (iv) **In the Province of the Northern Cape -** The Magisterial District of Kimberley;
- (v) **In the Province of Gauteng,** but only in as much as in respect of garment knitting establishments which fall within the scope of application of the Main Collective Agreement for the Northern Region (Knitting) is concerned –

The Magisterial Districts of Alberton, Benoni, Germiston, Johannesburg and Roodepoort as well as only those portions of the City of Tswane, including only those portions of the Southern Pretoria Metropolitan Substructure, the Central Pretoria Metropolitan Substructure and the Northern Pretoria Metropolitan Substructure established in terms of the Premier of the Province of PWV Proclamation No 38 of 1994 published in Provincial Gazette Extraordinary No 5064 of 8 December 1994 as amended by the Premier's Notice No 43 of 1995 published in Provincial Gazette Extraordinary No 66 of 1 September 1995, which previously made up the 'municipal area of Pretoria' as such existed immediately prior to the establishment of the Transitional Metropolitan Council with Transitional Metropolitan Substructures in respect of the Greater Pretoria Metropolitan Area published under aforementioned Proclamation No 38 of 1994;"

- (vi) As far as the scope of application of the Main Collective Agreement for the Northern Region (Clothing) and Fund Collective Agreement for the Northern Region is concerned:

The Province of the Transvaal, as it existed prior to the coming into operation of the Constitution of the Republic of South Africa, 1993 (Act No. 200 of 1993), but only in respect of clothing establishments which fall within the scope of application of the Main Collective Agreement for the Northern Region (Clothing) and the Fund Collective Agreement for the Northern Region;

- (vii) **In the Province of the Western Cape -** The Magisterial Districts of Bellville, George, Goodwood, Malmesbury (including that portion from which the Magisterial District of Moorreesburg was constituted on 29 November 1985 by Government Notice 2649), Simon's Town, Somerset West, Strand, The Cape, Worcester and Wynberg, including those portions of the Magisterial Districts of Bellville, Goodwood, Simon's Town and Wynberg that were used to create the Magisterial District of Mitchell's Plain on 2 March 1992.

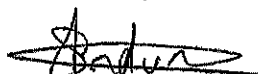
10. NBC WEBSITE (www.nbc.org.za)

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

Any enquiries from employers who are members of any Parties to the Council should be directed to their Association. In the case of non-party establishments, enquiries should be directed to the relevant Labour Affairs Department as follows:

	Chamber Name	Street & Postal Address	Tel.	Fax
Provinces of the Free State, Gauteng, Limpopo, Mpumalanga, North West and the 13 x Magisterial Districts of Barkly West, Gordonia, Hartswater, Hay, Herbert, Hopetown, Kenhardt, Kimberley, Kuruman, Phillipstown, Postmasburg, Prieska and Warrenton, falling within the northern half of the Northern Cape Province.	Northern Chamber	2 nd Floor, Anchor House Building 100 Juta Street Braamfontein 2001	011 402 2737	011 402 7375
	Regional Secretary Edgar Tamboer etamboer@cibc.co.za PHUTHADITJHABA, QWA-QWA (Branch Office of the Northern Chamber) Admin Assistant: Evodia Qokweni QwaQwa@cibc.co.za	P O Box 5101 Johannesburg 2000 Shop 32 Mandela Park Shopping Centre Mota Road PHUTHADITJHABA 9866	 058 713 3561	 058 713 3596
KwaZulu-Natal Province	KwaZulu-Natal Chamber	127/129 Magwaza Maphalala Street (Gale Street) Umbilo Durban 4001	031 362 0700	031 307 6716
	Labour Affairs Manager: Michael Seocharan /Roshin Ramsumer michael.kzn@nbc.org.za roshin.kzn@nbc.org.za	P O Box 18354 Dalbridge 4014		
	Ladysmith Branch Office (branch of the KZN Chamber): Ladysmith.kzn@nbc.org.za Newcastle Branch Office (branch of the KZN Chamber): Newcastle.kzn@nbc.org.za	Shop 11, 26 King Street Ladysmith 3370 2 Murchison Street Newcastle	 036 635 3144	 036 635 3145
Western Cape Province, Eastern Cape Province and the 13 x Magisterial Districts of Britstown, Calvinia, Carnarvon, Colesberg, De Aar, Fraserburg, Hanover, Namaqualand, Noupoot, Richmond, Sutherland, Victoria West and Williston, falling within the southern half of the Northern Cape Province.	Cape Chamber	Industria House 350 Victoria Road Salt River 7925	021 460 4000	021 447 0628
	Labour Affairs Manager: Carmen Jeftha CJeftha@cibc.co.za	P O Box 1142 Woodstock 7915		

Yours faithfully



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GENERAL SECRETARY



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INFORMATION SCHEDULE FOR THE NON-METRO AREAS ONLY

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

DEDUCTIONS EFFECTIVE FROM 1 SEP 2017 TO 31 AUG 2018

COUNCIL LEVIES	PROVIDENT FUND	SACTWU SUBS. CLOSED SHOP	SACTWU HIV/AIDS PROJECT	ANNUAL BONUS
<p>Payable by THE EMPLOYER:</p> <p>Calculated at 0.47% of a qualified machinist's rate of pay in " other areas" as defined in the attached wage schedule (This equates to R4.24 with effect from 1 September 2017)</p>	<p>In respect of each employee who has worked 9 ordinary hours or more during any pay week (<i>applicable in respect of all members of the PF, i.e. members earning within the ceiling rate as well as those members earning above the ceiling rate if they are existing members as at 31 Aug 17</i>):</p>	<p>1% of each employee's basic weekly wage plus an additional R1.80 per week towards the Sactwu funeral scheme with a minimum of R10.93 per week, and a maximum of R18.53 per week.</p>	<p>54 cents per employee per week</p> <p>Payable by EMPLOYER ONLY</p>	<p>1.5% of annual basic prescribed wage</p> <p>Payable by EMPLOYER ONLY</p>
<p>Payable by THE EMPLOYEE by means of a deduction from an employee's wages:</p> <p>Calculated at 0.37% of a qualified machinist's rate of pay in " other areas" (This equates to R3.34 with effect from 1 September 2017)</p>	<p>Payable by EMPLOYER 4,0% of the wage of each employee (Refer Council Circular No NBC/03/2006 dd 12 Sep 06 for blanket exemption granted for a reduction of R1.21 pw) and 4,5% of the wage payable by the EMPLOYEE by means of a deduction from the employee's wages</p>			
<p>Payable i.r.o. employees earning up to R2 439.00 p.w. or R10 569.00 p.m. or R126 828.00 annually in the Magisterial Districts of Camperdown, uMzinto, Paarl, Stellenbosch and Uitenhage and R2 255.00 p.w. or R9 771.50 p.m. or R117 258.00 annually for all other areas for the period 1 September 2017 to 31 August 2018.</p>				

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

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

PROVIDENT FUND CONTRIBUTIONS – to be paid directly into the Provident Fund Bank Account as Provided	The Principal Officer KwaZulu Natal Clothing Industry Provident Fund P.O.Box 18354 Dalbridge 4014	Cheques payable to: KwaZulu Natal Clothing Industry Provident Fund OR direct deposit into bank account, as follows: Bank: Standard Bank Branch: Glenwood Branch Code: 042526 Acc No: 250213753 ***Factories may use the short name KZN CLOTHING PF for their EFT's
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ALL ESTABLISHMENT FALLING UNDER THE NORTHERN CHAMBER TO NOTE THAT PAYMENTS ARE DUE TO THE BARGAINING COUNCIL BY THE 7TH DAY OF THE ENSUING MONTH AND PAYABLE INTO THE RESPECTIVE BANKING ACCOUNTS SHOWN BELOW:

	PAYABLE TO:	PAYMENT METHOD :
Council Levies Medical Benefit Society Contributions Sick Pay Fund Contributions Industry Protection Fund Agency Shop Fee SACTWU Subscriptions, Bursary Fund & HIV/AIDS Project Contributions	The Secretary National Bargaining Council for the Clothing Manufacturing Industry (Northern Areas Chamber) P O Box 5101 Johannesburg 2000	Cheques payable to: NBC Clothing – Northern Areas OR direct deposit into bank account, as follows: Bank: Nedbank Branch: Siemert Road Branch Code: 19 52 05 Account No: 1923053833
PROVIDENT FUND CONTRIBUTIONS – to be paid directly into the Provident Fund Bank Account as Provided	The Principal Officer National Bargaining Council for the Clothing Manufacturing Industry (Northern Areas Chamber) P O Box 5101 Johannesburg 2000	Cheques payable to: Clothing Industry (Northern Chamber) Provident Fund. OR direct deposit into bank account, as follows: Bank: Standard Bank Branch: Johannesburg Branch Branch Code: 00020500 Account No: 000038628

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

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

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

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

Category / Occupation	In the Magisterial Districts of Camperdown, uMzinto, Paarl, Stellenbosch and Uitenhage (Non-Metro A)					All Other Areas (Non-Metro B)				
	Wage per week from 1 Sep 2016 to 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%	Across-the-Board Increase of 7.6%	Wage per week from 1 Sep 2017 to 31 Aug 2018	New Employees on Incentivised Scheme Effective 1 September 2017 = 80%	Wage per week from 1 Sep 2016 to 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%	Across-the-Board Increase of 7.6%	Wage per week from 1 Sep 2017 to 31 Aug 2018	New Employees on Incentivised Scheme Effective 1 September 2017 = 80%
Category A										
0 - 6 months	782.50	626.00	59.50	842.00	673.50	756.50	605.00	57.50	814.00	651.00
Thereafter	837.00	669.50	63.50	900.50	720.50	789.50	631.50	60.00	849.50	679.50
Category B										
0 - 6 months	781.00	625.00	59.50	840.50	672.50	766.00	613.00	58.00	824.00	650.00
7 - 12 months	818.00	654.50	62.00	880.00	704.00	788.50	631.00	60.00	848.50	679.00
13 - 18 months	856.50	685.00	65.00	921.50	737.00	810.50	648.50	61.50	872.00	697.50
Thereafter	906.50	725.00	69.00	975.50	780.50	838.50	671.00	63.50	902.00	721.50
Category C										
0 - 6 months	807.50	646.00	61.50	869.00	695.00	770.00	616.00	58.50	828.50	663.00
7 - 12 months	888.50	711.00	67.50	956.00	765.00	816.50	653.00	62.00	878.50	703.00
13 - 18 months	970.00	776.00	73.50	1,043.50	835.00	864.50	691.50	65.50	930.00	744.00
19 - 22 months	1,049.00	839.00	79.50	1,128.50	903.00	916.00	733.00	69.50	985.50	788.50
Thereafter	1,129.00	903.00	86.00	1,215.00	972.00	968.00	774.50	73.50	1,041.50	833.00
Category D										
0 - 6 months	807.50	646.00	61.50	869.00	695.00	770.00	616.00	58.50	828.50	663.00
7 - 12 months	867.00	693.50	66.00	933.00	748.50	805.00	644.00	61.00	866.00	693.00
13 - 18 months	947.00	757.50	72.00	1,019.00	815.00	840.00	672.00	64.00	904.00	723.00
19 - 22 months	986.00	789.00	75.00	1,061.00	849.00	875.50	700.50	66.50	942.00	753.50
Thereafter	1,111.00	889.00	84.50	1,195.50	956.50	956.50	765.00	72.50	1,029.00	823.00
Category E										
0 - 6 months	847.50	678.00	64.50	912.00	729.50	793.50	635.00	60.50	854.00	683.00
7 - 12 months	942.00	753.50	71.50	1,013.50	811.00	850.00	680.00	64.50	914.50	731.50
13 - 18 months	1,050.00	840.00	80.00	1,130.00	904.00	917.00	733.50	69.50	986.50	789.00
19 - 22 months	1,156.50	925.00	88.00	1,244.50	895.50	987.00	789.50	75.00	1,062.00	849.50
Thereafter	1,273.00	1,018.50	96.50	1,369.50	1,095.50	1,060.00	848.00	80.50	1,140.50	912.50
Band Knife Cutter										
0 - 6 months	776.00	621.00	59.00	835.00	668.00	751.50	601.00	57.00	808.50	647.00
7 - 12 months	837.00	669.50	63.50	900.50	720.50	786.50	629.00	60.00	846.50	677.00
13 - 18 months	895.00	716.00	68.00	963.00	770.50	821.50	657.00	62.50	884.00	707.00
19 - 22 months	958.00	766.50	73.00	1,031.00	825.00	858.50	687.00	65.00	923.50	739.00
Thereafter	1,055.00	844.00	80.00	1,135.00	908.00	921.00	737.00	70.00	991.00	793.00
Clerical										
0 - 6 months	796.00	637.00	60.50	856.50	685.00	763.00	610.50	58.00	821.00	657.00
7 - 12 months	871.50	697.00	66.00	937.50	750.00	809.00	646.50	61.50	869.50	695.50
13 - 18 months	932.50	746.00	71.00	1,003.50	803.00	844.00	675.00	64.00	908.00	726.50
Thereafter	1,071.50	867.00	81.50	1,153.00	922.50	930.00	744.00	70.50	1,000.50	800.50
Assistant Head Cutter	1,235.00	988.00	94.00	1,329.00	1,063.00	1,036.50	829.00	79.00	1,115.50	892.50
Head Cutter	1,491.00	1,193.00	113.50	1,604.50	1,283.50	1,202.00	961.50	91.50	1,293.50	1,035.00
Foreperson	1,337.50	1,070.00	101.50	1,439.00	1,151.00	1,131.50	905.00	86.00	1,217.50	974.00
Watchperson	929.50	743.50	70.50	1,000.00	800.00	841.00	673.00	64.00	905.00	724.00
Driver 1 (454kg)	885.50	708.50	67.50	953.00	762.50	815.50	652.50	62.00	877.50	702.00
Driver 2 (454 - 2722kg)	948.00	758.50	72.00	1,020.00	816.00	852.50	682.00	65.00	917.50	734.00
Driver 3 (2722 - 4540kg)	1,070.50	856.50	81.50	1,152.00	921.50	929.50	743.50	70.50	1,000.00	800.00
Driver 4 (4540kg)	1,249.00	999.00	95.00	1,344.00	1,075.00	1,046.00	837.00	79.50	1,125.50	900.50

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% in Non-Metro A and Non-Metro B.