



NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY

CAPE CHAMBER

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

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

CIRCULAR NO. CC08-2017

Telephone Enquiries : Labour Affairs Department

11 September 2017

TO : ALL EMPLOYERS SUBJECT TO PART G OF THE COUNCIL'S NATIONAL MAIN COLLECTIVE AGREEMENT (COUNTRY AREAS) WITHIN THE CAPE CHAMBER OF THE NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY)

Dear Sir/Madam

INFORMATION CIRCULAR TO THE INDUSTRY FOLLOWING THE 2017 ROUND OF NEGOTIATIONS

MAGISTERIAL DISTRICTS OF GEORGE & WORCESTER 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.

Details of the negotiated settlement in respect of the Western Cape Country Areas (Part G of the Council's National Main Collective Agreement are set out below.

1. INCREASE TO TOTAL LABOUR COST

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

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

Period: 1 September 2017 to 31 August 2018			
	ANNUAL	MONTHLY PAID	WEEKLY PAID
	R89 442.00	R7 453.50	R1 720.00

3. **CONTRIBUTIONS**

3.1 **Provident Fund**

Employer Contribution Rate:

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

The **maximum** Provident Fund contribution rate payable by **employers** will be **R116.10** per employee per week or **R503.10** per employee per month.

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.

Employee Contribution Rate:

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

Please note that in terms of clause 1(3) of the Provident Fund Agreement, contributions to the Fund must continue in respect of **existing** contributors as at 31 August 2010 who will earn in excess of the ceiling rates reflected in clause 2 above.

The **maximum** deduction for Provident Fund from the earnings of **employees** will be **R103.72** per employee per week or **R449.45** per employee per month.

3.2 **Bargaining Council Levy**

The Bargaining Council Levy payable by the employer **remains unaltered at 0.4%**, calculated on each employee's wage rate, up to a maximum of **R4.46 per week**.

The Bargaining Council Levy payable by the employee **remains unchanged 0.3%**, calculated on each employee's wage rate, up to a maximum of **R2.76 per week**.

3.3 **Across-the-board Increases in Employer Contributions**

The following new levies and contribution rates payable by the Employer has been increased by 7.6% and becomes applicable from 1 September 2017:

Category	Old Rate (p.w. per employee) 2016/2017	New Rate (p.w. per employee) 2017/2018
Industry Protection Fund	25c	27c
SACTWU Capacity Building Fund	49c	53c
SACTWU HIV/AIDS Project	57c	61c
SACTWU Bursary Fund	37c	40c

4. **TRADE UNION DEDUCTIONS**

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

5. **NBC DISPUTE RESOLUTION LEVY**

The dispute resolution levy payable by employers who are not members of any of the employer associations' party to the Bargaining Council has been increased by 7.6%. The new levy for employers who employ 40 or less employees is R170.57 per month and it is R3.51 per employee per month for employers who employ more than 40 employees.

6. **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.

7. **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%

8. **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.

9. **SCHEDULE OF DEDUCTIONS**

A revised schedule of weekly deductions and contributions is enclosed.

10. **NON-METRO AND METRO AREAS**

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

11. **COUNCIL'S WEBSITE (www.nbc.org.za)**

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

Any enquiries from employers who are members of the **party employer associations** should be directed

to their Association. In the case of non-party establishments, enquiries should be directed to this Chamber's Labour Affairs Department on tel no (021) 460-4000.

Yours faithfully



N. MGUMANE
REGIONAL SECRETARY



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INFORMATION SCHEDULE

WESTERN CAPE COUNTRY AREAS (GEORGE AND WORCESTER)

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

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

CONTRIBUTIONS EFFECTIVE FROM 1 SEPTEMBER 2017 TO 31 AUGUST 2018

Payable in respect of employees earning up to R1 720.00 p.w. or R7 453.50 p.m						
COUNCIL LEVIES	PROVIDENT FUND (PF) <i>Payable in respect of all members of the PF, i.e. members earning within the ceiling rate, and those members earning above these rates if they are already members as at 31 Aug 17</i>		INDUSTRY PROTECTION FUND	SACTWU CONTRIBUTIONS		COLLECTIVE BARGAINING DISPUTE RESOLUTION LEVY
	<i>Deductions from EMPLOYEES' Wages</i>	<i>Payable by EMPLOYER only</i>		<i>Deductions from EMPLOYEES' Wages</i>	<i>Payable by EMPLOYER only</i>	
<p>An amount equal to</p> <p>0.4% of each employee's wages per week Payable by the EMPLOYER</p> <p>Up to a maximum of R4.46 and</p> <p>0.3% of each employee's wages per week payable by means of a deduction from the EMPLOYEE'S wages</p> <p>Up to a maximum of R2.76</p>	<p>6,03% of each individual contributor's actual basic wage rate with a maximum of R103.72 per week</p>	<p>6,75% of each individual contributor's actual basic wage rate with a maximum of R116.10 per week</p>	<p>27 cents per week</p> <p>Payable by the EMPLOYER</p> <p>-----</p> <p>12 cents per week</p> <p>Payable by means of a deduction from the EMPLOYEE'S wages</p>	<p><u>Trade Union Subscription</u></p> <p>1% of each individual Trade Union member's basic wage rate plus R1.80 with a total minimum of R10.93 per week and a total maximum of R18.53 per week or</p> <p><u>Agency Fee iro non-Trade Union Employees</u></p> <p>1% of each NON Trade Union member's basic wage rate with a minimum of R9.13 per week and a maximum of R16.73- per week</p>	<p><u>Capacity Building Fund</u></p> <p>53 cents per employee per week</p> <p><u>HIV/AIDS Project</u></p> <p>61 cents per employee per week</p> <p><u>SACTWU Bursary Fund</u></p> <p>40 cents p.w i.r.o. each Trade Union member</p>	<p>Payable only by EMPLOYERS who are not members of the Cape Clothing Association:</p> <p>40 or fewer employees: Lump sum of R170.57 p.m. (incl VAT)</p> <p>or</p> <p>more than 40 employees: R3.51 per employee p.m. plus VAT on total</p>

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

	ADDRESSED TO:	PAYMENT METHOD :
Council Levies Health Care Fund Contributions Industry Protection Fund Collective Bargaining Dispute Resolution Levy: NON-PARTY EMPLOYERS ONLY SACTWU Subscriptions(or Agency fee iro non-union employees), Bursary Fund, Capacity Building Fund & HIV/AIDS Project Contributions	The Regional Secretary National Bargaining Council for the Clothing Manufacturing Industry (Cape Chamber) P O Box 1142 Woodstock 7915	Cheques payable to: NBC Clothing - Western Cape OR direct deposit into bank account, as follows: Bank: Standard Bank Branch: Thibault Square Branch Code: 02 09 09 Acc No: 07 122 315 0

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

PROVIDENT FUND CONTRIBUTIONS	ADDRESSED TO:	PAYMENT METHOD :
Employer and employee provident fund contributions are to be paid into the Provident Fund Bank Account as Provided.	The Regional Secretary National Bargaining Council for the Clothing Manufacturing Industry (Cape Chamber) P O Box 1142 Woodstock 7915	Cheques payable to: Cape Clothing Industry Provident Fund OR direct deposit into bank account, as follows: Bank: Standard Bank Branch: Victoria Road Branch Code: 02 09 09 Acc No: 07 122 3169

**PART G : NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY
CAPE CHAMBER - COUNTRY AREAS COLLECTIVE AGREEMENT
NEW WAGE RATES NEGOTIATED BY THE PARTIES FOR THE PERIOD 1 SEPTEMBER 2017 TO 31 AUGUST 2018**

4.		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)					
	(i)	Subject to the provisions of this Agreement, the minimum wages that shall be paid to and accepted by the undermentioned classes of employees shall be as follows:					
DESCRIPTION			Wage per week from 01 Sep 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%
			R	R	R	R	R
Part A - Cutting Department							
Head Cutter			1 591.50	1 273.00	121.00	1 712.50	1 370.00
Pattern Maker:							
	(a)	Qualified	1 591.50	1 273.00	121.00	1 712.50	1 370.00
	(b)	Learner					
		First year					
		First six months of experience	958.00	766.50	73.00	1 031.00	825.00
		Second six months of experience	1 041.50	833.00	79.00	1 120.50	896.50
		Second year					
		First six months of experience	1 128.50	903.00	86.00	1 214.50	971.50
		Second six months of experience	1 216.00	973.00	92.50	1 308.50	1 047.00
		Third year					
		First four months of experience	1 311.50	1 049.00	99.50	1 411.00	1 129.00
		Thereafter, the wage specified in (a), i.e.	1 591.50	1 273.00	121.00	1 712.50	1 370.00
Pattern Grader							
	(a)	Qualified	1 315.00	1 052.00	100.00	1 415.00	1 132.00
	(b)	Learner					
		First year					
		First six months of experience	903.50	723.00	68.50	972.00	777.50
		Second six months of experience	958.00	766.50	73.00	1 031.00	825.00
		Second year					
		First six months of experience	1 010.50	808.50	77.00	1 087.50	870.00
		Second six months of experience	1 066.50	853.00	81.00	1 147.50	918.00
		Third year					
		First six months of experience	1 128.50	903.00	86.00	1 214.50	971.50
		Next four months of experience	1 189.50	951.50	90.50	1 280.00	1 024.00
		Thereafter, the wage specified in (a), i.e.	1 315.00	1 052.00	100.00	1 415.00	1 132.00
Cutter, lay-maker:							
	(a)	Qualified	1 271.00	1 017.00	96.50	1 367.50	1 094.00
	(b)	Learner					
		First year					
		First six months of experience	828.50	663.00	63.00	891.50	713.00
		Second six months of experience	899.50	719.50	68.50	968.00	774.50
		Second year					
		First six months of experience	972.00	777.50	74.00	1 046.00	837.00
		Second six months of experience	1 047.50	838.00	79.50	1 127.00	901.50
		Third year					
		First six months of experience	1 135.50	908.50	86.50	1 222.00	977.50
		Next four months of experience	1 271.00	1 017.00	96.50	1 367.50	1 094.00
Interlining cutter, trimmer, leather cutter and tie cutter							
	(a)	Qualified	963.00	770.50	73.00	1 036.00	829.00
	(b)	Learner					
		First year					
		First six months of experience	757.00	605.50	57.50	814.50	651.50
		Second six months of experience	790.50	632.50	60.00	850.50	690.50
		Second year					
		First six months of experience	826.00	661.00	63.00	889.00	711.00
		Second six months of experience	861.00	689.00	65.50	926.50	741.00

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DESCRIPTION		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%
		R	R	R	R	R
	Third year					
	First four months of experience	898.00	718.50	68.00	966.00	773.00
	Thereafter, the wage specified in (a) i.e.	963.00	770.50	73.00	1 036.00	829.00
(c)	If advanced to learner cutter:					
	First six months from date of advancement	1 029.00	823.00	78.00	1 107.00	885.50
	Second six months from date of	1 135.50	908.50	86.50	1 222.00	977.50
	Thereafter, the wage specified for a	1 271.00	1 017.00	96.50	1 367.50	1 094.00
	Layer-up:					
(a)	Qualified	844.50	675.50	64.00	908.50	727.00
	First year					
	First six months of experience	738.00	590.50	56.00	794.00	635.00
	Second six months of experience	757.00	605.50	57.50	814.50	651.50
	Second year					
	First six months of experience	782.00	625.50	59.50	841.50	673.00
	Thereafter, the wage specified in (a), i.e.	844.50	675.50	64.00	908.50	727.00
(b)	If advanced to learner cutter:					
	First six months from date of advancement	844.50	675.50	64.00	908.50	727.00
	Second six months from date of	972.00	777.50	74.00	1 046.00	837.00
	Third six months from date of	1 047.50	838.00	79.50	1 127.00	901.50
	Fourth six months from date of	1 135.50	908.50	86.50	1 222.00	977.50
	Thereafter, the wage specified for a	1 271.00	1 017.00	96.50	1 367.50	1 094.00
	Clicker:					
(a)	Qualified	988.00	790.50	75.00	1 063.00	850.50
(b)	Learner					
	First year of experience	774.50	619.50	59.00	833.50	667.00
	Second year of experience	861.00	689.00	65.50	926.50	741.00
	Thereafter, the wage specified in (a), i.e.	988.00	790.50	75.00	1 063.00	850.50
	Tracer:					
(a)	Qualified	935.50	748.50	71.00	1 006.50	805.00
(b)	Learner					
	First year					
	First six months of experience	774.50	619.50	59.00	833.50	667.00
	Second six months of experience	817.00	653.50	62.00	879.00	703.00
	Second year					
	First six months of experience	856.50	685.00	65.00	921.50	737.00
	Thereafter, the wage specified in (a), i.e.	935.50	748.50	71.00	1 006.50	805.00
	Part B - Factory Operatives					
	Clothing machine mechanic:					
(a)	Qualified	1 591.50	1 273.00	121.00	1 712.50	1 370.00
(b)	Learner					
	First year					
	First six months of experience	958.00	766.50	73.00	1 031.00	825.00
	Second six months of experience	1 041.50	833.00	79.00	1 120.50	896.50
	Second year					
	First six months of experience	1 128.50	903.00	86.00	1 214.50	971.50
	Second six months of experience	1 216.00	973.00	92.50	1 308.50	1 047.00
	Third year					
	First six months of experience	1 311.50	1 049.00	99.50	1 411.00	1 129.00
	Next four months of experience	1 406.00	1 125.00	107.00	1 513.00	1 210.50

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		R	R	R	R	R
	Thereafter, the wage specified in (a), i.e.	1 591.50	1 273.00	121.00	1 712.50	1 370.00
Grade A employee:						
(a)	Qualified	1 041.50	833.00	79.00	1 120.50	896.50
(b)	Learner					
	First year					
	First six months of experience	777.50	622.00	59.00	836.50	669.00
	Second six months of experience	825.00	660.00	62.50	887.50	710.00
	Second year					
	First six months of experience	868.00	694.50	66.00	934.00	747.00
	Second six months of experience	911.50	729.00	69.50	981.00	785.00
	Third year					
	First four months of experience	963.00	770.50	73.00	1 036.00	829.00
	Thereafter, the wage specified in (a), i.e.	1 041.50	833.00	79.00	1 120.50	896.50
Grade B employee:						
(a)	Qualified	882.50	706.00	67.00	949.50	759.50
(b)	Learner					
	First year					
	First six months of experience	777.50	622.00	59.00	836.50	669.00
	Second six months of experience	803.00	642.50	61.00	864.00	691.00
	Second year					
	First six months of experience	828.00	662.50	63.00	891.00	713.00
	Thereafter, the wage specified in (a), i.e.	882.50	706.00	67.00	949.50	759.50
(c)	If advanced to Grade A employee:					
	First six months from date of advancement	882.50	706.00	67.00	949.50	759.50
	Second six months from date of	888.50	711.00	67.50	956.00	765.00
	Third six months from date of	927.00	741.50	70.50	997.50	798.00
	Thereafter, the wage specified for a	1 032.00	825.50	78.50	1 110.50	888.50
Grade C employee:						
(a)	Qualified	825.00	660.00	62.50	887.50	710.00
(b)	Learner					
	First year					
	First six months of experience	754.00	603.00	57.50	811.50	649.00
	Second six months of experience	773.50	619.00	59.00	832.50	666.00
	Thereafter, the wage specified in (a), i.e.	825.00	660.00	62.50	887.50	710.00
(c)	If advanced to Grade B employee:					
	First six months from date of advancement	825.00	660.00	62.50	887.50	710.00
	Second six months from date of	831.00	665.00	63.00	894.00	715.00
	Thereafter, the wage specified for a	903.50	723.00	68.50	972.00	777.50
Underpresser, blocker:						
(a)	Qualified	831.00	665.00	63.00	894.00	715.00
(b)	Learner					
	First year					
	First six months of experience	738.00	590.50	56.00	794.00	635.00
	Second six months of experience	757.00	605.50	57.50	814.50	651.50
	Second year					
	First six months of experience	782.00	625.50	59.50	841.50	673.00
	Second six months of experience	831.00	665.00	63.00	894.00	715.00
(c)	If advanced to learner presser:					

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		R	R	R	R	R
	First six months from date of advancement	831.00	665.00	63.00	894.00	715.00
	Second six months from date of	963.00	770.50	73.00	1 036.00	829.00
	Thereafter, the wage specified for a	1 041.50	833.00	79.00	1 120.50	896.50
Part C - Clerical employees						
Clerk						
(a)	Qualified	1 135.50	908.50	86.50	1 222.00	977.50
(b)	Learner					
	First year of experience	872.00	697.50	66.50	938.50	751.00
	Second year of experience	940.50	752.50	71.50	1 012.00	809.50
	Third year					
	First six months of experience	1 012.00	809.50	77.00	1 089.00	871.00
	Thereafter, the wage specified in (a), i.e.	1 135.50	908.50	86.50	1 222.00	977.50
Factory Clerk						
(a)	Qualified	885.50	708.50	67.50	953.00	762.50
(b)	Learner					
	First year of experience	737.00	589.50	56.00	793.00	634.50
	Second year of experience	775.00	620.00	59.00	834.00	667.00
	Third year					
	First six months of experience	822.50	658.00	62.50	885.00	708.00
	Thereafter, the wage specified in (a), i.e.	885.50	708.50	67.50	953.00	762.50
Part D - General						
	Boiler attendant	846.50	677.00	64.50	911.00	729.00
	Despatch packer	869.50	695.50	66.00	935.50	748.50
	General Worker	821.00	657.00	62.50	883.50	707.00
	Labourer	831.00	665.00	63.00	894.00	715.00
	Motor vehicle driver of a vehicle, the unladen mass of which, together with the unladen mass of any trailer or trailers drawn by such vehicle is as follows -					
(a)	under 2 720 kg	904.00	723.00	68.50	972.50	778.00
(b)	2 720 kg and over	1 010.50	808.50	77.00	1 087.50	870.00
	Supervisor, quality controller and instructor	1 066.50	853.00	81.00	1 147.50	918.00
	Traveller's driver	904.00	723.00	68.50	972.50	778.00
	Watchman or caretaker, whose ordinary hours of work are -					
(a)	less than 60 hours per week	931.50	745.00	71.00	1 002.50	802.00
(b)	60 hours per week	972.00	777.50	74.00	1 046.00	837.00
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.						

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4. WAGES		GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)					
(1)		Subject to the provisions of this Agreement, the minimum wages that shall be paid to and accepted by the undermentioned classes of employees shall be as follows:					
DESCRIPTION			Wage per week from 01 Sep 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 01 Sep 2017 to 31 Aug 2018	New Employees on Incentivised Scheme Effective 1 September 2017 = 80%
			R	R	R	R	R
Part A - Cutting Department							
		Head Cutter	1 598.50	1 279.00	121.50	1 720.00	1 376.00
		Pattern Maker:					
	(a)	Qualified	1 598.50	1 279.00	121.50	1 720.00	1 376.00
	(b)	Learner					
		First year					
		First six months of experience	963.50	771.00	73.00	1 036.50	829.00
		Second six months of experience	1 046.00	837.00	79.50	1 125.50	900.50
		Second year					
		First six months of experience	1 134.00	907.00	86.00	1 220.00	976.00
		Second six months of experience	1 220.50	976.50	93.00	1 313.50	1 051.00
		Third year					
		First four months of experience	1 316.00	1 053.00	100.00	1 416.00	1 133.00
		Thereafter, the wage specified in (a), i.e.	1 598.50	1 279.00	121.50	1 720.00	1 376.00
		Pattern Grader					
	(a)	Qualified	1 320.50	1 056.50	100.50	1 421.00	1 137.00
	(b)	Learner					
		First year					
		First six months of experience	907.00	725.50	69.00	976.00	781.00
		Second six months of experience	963.50	771.00	73.00	1 036.50	829.00
		Second year					
		First six months of experience	1 015.00	812.00	77.00	1 092.00	873.50
		Second six months of experience	1 071.50	857.00	81.50	1 153.00	922.50
		Third year					
		First six months of experience	1 134.00	907.00	86.00	1 220.00	976.00
		Next four months of experience	1 194.00	955.00	90.50	1 284.50	1 027.50
		Thereafter, the wage specified in (a), i.e.	1 320.50	1 056.50	100.50	1 421.00	1 137.00
		Cutter, lay-maker:					
	(a)	Qualified	1 277.50	1 022.00	97.00	1 374.50	1 099.50
	(b)	Learner					
		First year					
		First six months of experience	831.00	665.00	63.00	894.00	715.00
		Second six months of experience	903.50	723.00	68.50	972.00	777.50
		Second year					
		First six months of experience	974.00	779.00	74.00	1 048.00	838.50
		Second six months of experience	1 052.50	842.00	80.00	1 132.50	906.00
		Third year					
		First six months of experience	1 140.00	912.00	86.50	1 226.50	981.00
		Next four months of experience	1 277.50	1 022.00	97.00	1 374.50	1 099.50
		Interlining cutter, trimmer, leather cutter and tie cutter					
	(a)	Qualified	965.00	772.00	73.50	1 038.50	831.00
	(b)	Learner					
		First year					
		First six months of experience	758.50	607.00	57.50	816.00	653.00
		Second six months of experience	792.50	634.00	60.00	852.50	682.00
		Second year					

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		R	R	R	R	R
	First six months of experience	829.50	663.50	63.00	892.50	714.00
	Second six months of experience	863.00	690.50	65.50	928.50	743.00
	Third year					
	First four months of experience	900.00	720.00	68.50	968.50	775.00
	Thereafter, the wage specified in (a) i.e.	965.00	772.00	73.50	1 038.50	831.00
(c)	If advanced to learner cutter:					
	First six months from date of advancement	1 033.00	826.50	78.50	1 111.50	889.00
	Second six months from date of	1 140.00	912.00	86.50	1 226.50	981.00
	Thereafter, the wage specified for a	1 277.50	1 022.00	97.00	1 374.50	1 099.50
	Layer-up:					
(a)	Qualified	846.50	677.00	64.50	911.00	729.00
	First year					
	First six months of experience	740.50	592.50	56.50	797.00	637.50
	Second six months of experience	758.50	607.00	57.50	816.00	653.00
	Second year					
	First six months of experience	784.00	627.00	59.50	843.50	675.00
	Thereafter, the wage specified in (a), i.e.	846.50	677.00	64.50	911.00	729.00
(b)	If advanced to learner cutter:					
	First six months from date of advancement	846.50	677.00	64.50	911.00	729.00
	Second six months from date of	974.00	779.00	74.00	1 048.00	838.50
	Third six months from date of advancement	1 052.50	842.00	80.00	1 132.50	906.00
	Fourth six months from date of	1 140.00	912.00	86.50	1 226.50	981.00
	Thereafter, the wage specified for a	1 277.50	1 022.00	97.00	1 374.50	1 099.50
	Clicker:					
(a)	Qualified	990.50	792.50	75.50	1 066.00	853.00
(b)	Learner					
	First year of experience	776.00	621.00	59.00	835.00	668.00
	Second year of experience	863.00	690.50	65.50	928.50	743.00
	Thereafter, the wage specified in (a), i.e.	990.50	792.50	75.50	1 066.00	853.00
	Tracer:					
(a)	Qualified	938.00	750.50	71.50	1 009.50	807.50
(b)	Learner					
	First year					
	First six months of experience	776.00	621.00	59.00	835.00	668.00
	Second six months of experience	819.50	655.50	62.50	882.00	705.50
	Second year					
	First six months of experience	861.00	689.00	65.50	926.50	741.00
	Thereafter, the wage specified in (a), i.e.	938.00	750.50	71.50	1 009.50	807.50
	Part B - Factory Operatives					
	Clothing machine mechanic:					
(a)	Qualified	1 598.50	1 279.00	121.50	1 720.00	1 376.00
(b)	Learner					
	First year					
	First six months of experience	963.50	771.00	73.00	1 036.50	829.00
	Second six months of experience	1 046.00	837.00	79.50	1 125.50	900.50
	Second year					
	First six months of experience	1 134.00	907.00	86.00	1 220.00	976.00
	Second six months of experience	1 220.50	976.50	93.00	1 313.50	1 051.00
	Third year					
	First six months of experience	1 316.00	1 053.00	100.00	1 416.00	1 133.00
	Next four months of experience	1 411.00	1 129.00	107.00	1 518.00	1 214.50

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		R	R	R	R	R
	Thereafter, the wage specified in (a), i.e.	1 598.50	1 279.00	121.50	1 720.00	1 376.00
Grade A employee:						
(a)	Qualified	1 046.00	837.00	79.50	1 125.50	900.50
(b)	Learner					
	First year					
	First six months of experience	781.50	625.00	59.50	841.00	673.00
	Second six months of experience	828.50	663.00	63.00	891.50	713.00
	Second year					
	First six months of experience	871.00	697.00	66.00	937.00	749.50
	Second six months of experience	915.50	732.50	69.50	985.00	788.00
	Third year					
	First four months of experience	965.00	772.00	73.50	1 038.50	831.00
	Thereafter, the wage specified in (a), i.e.	1 046.00	837.00	79.50	1 125.50	900.50
Grade B employee:						
(a)	Qualified	894.00	715.00	68.00	962.00	769.50
(b)	Learner					
	First year					
	First six months of experience	777.50	622.00	59.00	836.50	669.00
	Second six months of experience	805.50	644.50	61.00	866.50	693.00
	Second year					
	First six months of experience	832.50	666.00	63.50	896.00	717.00
	Thereafter, the wage specified in (a), i.e.	894.00	715.00	68.00	962.00	769.50
(c)	If advanced to Grade A employee:					
	First six months from date of advancement	894.00	715.00	68.00	962.00	769.50
	Second six months from date of	899.50	719.50	68.50	968.00	774.50
	Third six months from date of advancement	942.50	754.00	71.50	1 014.00	811.00
	Thereafter, the wage specified for a	1 025.00	820.00	78.00	1 103.00	882.50
Grade C employee:						
(a)	Qualified	828.50	663.00	63.00	891.50	713.00
(b)	Learner					
	First year					
	First six months of experience	756.00	605.00	57.50	813.50	651.00
	Second six months of experience	775.00	620.00	59.00	834.00	667.00
	Thereafter, the wage specified in (a), i.e.	828.50	663.00	63.00	891.50	713.00
(c)	If advanced to Grade B employee:					
	First six months from date of advancement	828.50	663.00	63.00	891.50	713.00
	Second six months from date of	834.00	667.00	63.50	897.50	718.00
	Thereafter, the wage specified for a	907.00	725.50	69.00	976.00	781.00
Underpresser, blocker:						
(a)	Qualified	834.00	667.00	63.50	897.50	718.00
(b)	Learner					
	First year					
	First six months of experience	740.50	592.50	56.50	797.00	637.50
	Second six months of experience	758.50	607.00	57.50	816.00	653.00
	Second year					
	First six months of experience	784.00	627.00	59.50	843.50	675.00
	Second six months of experience	834.00	667.00	63.50	897.50	718.00
(c)	If advanced to learner presser:					

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		R	R	R	R	R
	First six months from date of advancement	834.00	667.00	63.50	897.50	718.00
	Second six months from date of	965.00	772.00	73.50	1 038.50	831.00
	Thereafter, the wage specified for a	1 046.00	837.00	79.50	1 125.50	900.50
Part C - Clerical employees						
Clerk						
(a)	Qualified	1 140.00	912.00	86.50	1 226.50	981.00
(b)	Learner					
	First year of experience	876.50	701.00	66.50	943.00	754.50
	Second year of experience	945.50	756.50	72.00	1 017.50	814.00
	Third year					
	First six months of experience	1 017.50	814.00	77.50	1 095.00	876.00
	Thereafter, the wage specified in (a), i.e.	1 140.00	912.00	86.50	1 226.50	981.00
Factory Clerk						
(a)	Qualified	889.00	711.00	67.50	956.50	765.00
(b)	Learner					
	First year of experience	738.50	591.00	56.00	794.50	635.50
	Second year of experience	777.50	622.00	59.00	836.50	669.00
	Third year					
	First six months of experience	825.00	660.00	62.50	887.50	710.00
	Thereafter, the wage specified in (a), i.e.	889.00	711.00	67.50	956.50	765.00
Part D - General						
	Boiler attendant	849.00	679.00	64.50	913.50	731.00
	Despatch packer	872.00	697.50	66.50	938.50	751.00
	General Worker	829.50	663.50	63.00	892.50	714.00
	Labourer	834.00	667.00	63.50	897.50	718.00
	Motor vehicle driver of a vehicle, the unladen mass of which, together with the unladen mass of any trailer or trailers drawn by such vehicle is as follows -					
	(a) under 2 720 kg	907.50	726.00	69.00	976.50	781.00
	(b) 2 720 kg and over	1 015.00	812.00	77.00	1 092.00	873.50
	Supervisor, quality controller and instructor	1 071.50	857.00	81.50	1 153.00	922.50
	Traveller's driver	907.50	726.00	69.00	976.50	781.00
	Watchman or caretaker, whose ordinary hours of work are -					
	(a) less than 60 hours per week	936.00	749.00	71.00	1 007.00	805.50
	(b) 60 hours per week	974.00	779.00	74.00	1 048.00	838.50
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% Across-the-Board.						