

# NATIONAL BARGAINING COUNCIL

FOR THE

## CLOTHING MANUFACTURING INDUSTRY

Cape Chamber

(Western Cape Sub-Chamber)

Tel: (021) 460 4000 Fax: (021) 447 0628 www.nbc.org.za	7 <sup>th</sup> FLOOR, INDUSTRIA HOUSE, 350 VICTORIA ROAD, SALT RIVER, 7925	P O BOX 1142 WOODSTOCK 7915
<b>INFORMATION SCHEDULE</b>		
<b>DEDUCTIONS AND CONTRIBUTIONS DUE TO THE WESTERN CAPE CHAMBER OF THE COUNCIL, ITS FUNDS AND THE TRADE UNION</b>		
<b>(NOT applicable to employers &amp; employees who are subject to the provisions of the Council's Main Collective Agreement for the Non-Metro Areas)</b>		

DEDUCTIONS EFFECTIVE FROM 1 JULY 2004 TO 30 JUNE 2005

COUNCIL LEVIES	PROVIDENT FUND (PF)	INDUSTRY PROTECTION FUND	SACTWU SUBSCRIPTIONS	SACTWU CAPACITY BUILDING FUND & HIV/AIDS PROJECT	COLLECTIVE BARGAINING DISPUTE RESOLUTION LEVY  (Only payable by Non-Members of the Cape Clothing Association)				
<p><b>88 cents</b></p> <p>per week</p> <p>Payable by THE EMPLOYER AND</p> <p>BY MEANS OF A DEDUCTION FROM AN EMPLOYEE'S WAGES</p> <p>Payable i.r.o. employees earning up to R977,00 p.w. or R4233,67 p.m.</p>	<p><i>Payable in respect of all members of the PF, i.e. those members who, as at 1 July 04, earn below R977,00 p.w. or R4233,67 p.m. and those members earning above these rates if they are already members as at 1 July 04</i></p> <table border="1"> <tr> <td><b>Employee</b></td> <td><b>Employer</b></td> </tr> <tr> <td>6,03% of each individual contributor's actual basic wage rate with a maximum of R58,91 per week or R255,29 per month</td> <td>6,25% of each individual contributor's actual basic wage rate with a maximum of R61,06 per week or R264,60 per month</td> </tr> </table>	<b>Employee</b>	<b>Employer</b>	6,03% of each individual contributor's actual basic wage rate with a maximum of R58,91 per week or R255,29 per month	6,25% of each individual contributor's actual basic wage rate with a maximum of R61,06 per week or R264,60 per month	<p><b>13 cents</b></p> <p>per week</p> <p>Payable by the EMPLOYER</p> <p><b>12 cents</b></p> <p>per week</p> <p>Payable by means of a deduction from the EMPLOYEE'S wages</p> <p>Payable i.r.o. employees earning up to R977,00 p.w. or R4233,67 p.m.</p>	<p><u>Subscription Deduction from wages</u></p> <p>1% of each individual Trade Union member's basic wage rate with a minimum of R4,20 per week and a maximum of R7,35 per week</p> <p><u>SACTWU BURSARY FUND</u></p> <p><b>20 cents</b></p> <p>per week</p> <p>Payable i.r.o. each Trade Union member by EMPLOYER ONLY</p>	<p><u>Capacity Bldg. Fund</u></p> <p><b>25 cents</b></p> <p>per week</p> <p><u>HIV/AIDS Project</u></p> <p><b>10 cents</b></p> <p>per week</p> <p>Both the above payable by EMPLOYER ONLY</p> <p>Payable i.r.o. employees earning up to R977,00 p.w. or R4233,67 p.m.</p>	<p>40 or fewer employees: Lump sum of <b>R85,50</b> p.m. (incl VAT)</p> <p>more than 40 employees: <b>R1,76</b> per employee p.m. plus VAT on total</p> <p>Non-Party Employers to submit their payments to the Bargaining Council</p>
<b>Employee</b>	<b>Employer</b>								
6,03% of each individual contributor's actual basic wage rate with a maximum of R58,91 per week or R255,29 per month	6,25% of each individual contributor's actual basic wage rate with a maximum of R61,06 per week or R264,60 per month								

WAGE GROUPS		HEALTH CARE FUND	
WEEKLY	MONTHLY	Employee	Employer
R398,00 –	R1 724,67 –	Without dependants R7,40 per week	R4,90
R519,50	R2 251,17	With dependants R12,10 per week	per week

R519,51 –	R2 251,18 –	Without dependants R9,40 per week	R5,90
R977,00	R4 233,67	With dependants R16,10 per week	Per week
R977,01 and over	R4 233,68 and over	Nil (unless exempted into the Fund, in which event additional contributions are payable)	

**PAYMENTS TO THE BARGAINING COUNCIL DUE BY 14<sup>TH</sup> DAY OF ENSUING MONTH:**

	<b>ADDRESSED TO:</b>	<b>PAYMENT METHOD :</b>
Council Levies	The Regional Secretary	Cheques payable to:
Health Care Fund Contributions	National Bargaining Council for the Clothing Manufacturing Industry (Cape Chamber)	<b>NBC Clothing – Western Cape</b> OR direct deposit into bank account, as follows:
Industry Protection Fund	(Western Cape Sub Chamber)	<b>Bank: Standard Bank</b>
Provident Fund Contributions	P O Box 1142	<b>Branch: Victoria Road, Salt River</b>
Collective Bargaining Dispute Resolution Levy: NON-PARTY EMPLOYERS ONLY	Woodstock	<b>Branch Code: 02 47 09</b>
SACTWU Subscriptions, Bursary Fund, Capacity Building Fund & HIV/AIDS Project Contributions	7915	<b>Acc No: 07 122 315 0</b>