



NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY

NORTHERN CHAMBER

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CIRCULAR NO. NC/02/2013

Telephone Enquiries : Labour Affairs Department

12 September 2013

TO : ALL EMPLOYERS SUBJECT TO PART E OF THE COUNCIL'S NATIONAL MAIN COLLECTIVE AGREEMENT (**NORTHERN REGION (KNITTING)**) 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 2013 ROUND OF NEGOTIATIONS

METRO AREAS ONLY

(i.e. those Garment Knitting establishments situated within the Municipal Area of Pretoria and the Magisterial Districts of Alberton, Benoni, Germiston, Johannesburg and Roodepoort)

The Parties to the National Bargaining Council have concluded a Collective Agreement in terms of which the total labour cost increase for all "Metro" regions amounts to **7%**. **This takes effect from 1 September 2013.** The increase in total labour cost also has other consequential contribution increases as reflected hereunder.

The Agreement 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 signed Agreement.

Details of the negotiated settlement in respect of the Northern Metro Region (Knitting) (Part E of the Council's National Main Collective Agreement) are as follows:-

1. **INCREASE TO TOTAL LABOUR COST**

The increase to total labour cost for all current employees (inclusive of those previous employees who rejoin the industry after less than 3 years absence from the industry) shall be **7% (6.33% shall be the basic wage increase and the balance of 0.67% or a total of R5.80 shall be added to the Medical Benefit Society and Sick Pay Fund contribution increase)** for each of the job categories prescribed for these areas with effect from 1 September 2013, **rounded to the nearest 10 cents.** (The increase shall be back dated to 1 September 2013 and back pay will be due). The new wage schedules incorporating the new wage rates after the 2013/2014 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 Employer Medical Benefit Society and Sick Pay Fund contributions has increased by 7% PLUS R3.48 and R2.32 respectively (the R5.80 is based on the difference between the 7% Total Labour Cost increase versus the 6.33% wage increase i.e. the employees have "sacrificed" 0.67% of the qualified machinist wage increase, which "sacrifice" will go towards the Medical Benefit Society and Sick Pay Fund contributions.)

2. INCENTIVISED WAGE RATES

The 'new entry wage rates' provisions as specified in clause 4 of the 2011/2012 party-to-party substantive agreement shall be abolished and replaced with the following incentivised wage rates provisions, applicable to new employees only:

- 2.1 With effect 1 September 2012, new employees shall be paid a guaranteed wage of no less than 80% of the normal qualified gazetted wage rate applicable to current employees, subject to the following provisions:
- 2.2 New employees are those persons with no previous working experience in the industry and shall include those persons with previous work experience but who have not been employed in the industry for a minimum period of 3 years, unless the applicant employee agrees otherwise with his/her prospective employer.
- 2.3 The guaranteed wage rate as specified in sub-clause 2.1 above shall be supplemented with an incentivised wage component which shall allow new employees to earn up to 100% or more of the qualified rate, provided the employee(s) meets the required performance standards as contained in the plant level incentive scheme. This incentive shall be applicable to all new employees engaged under the incentivised wage provisions and employed after 1 September 2012, once a national framework agreement governing the incentive portion has been agreed.
- 2.4 The provisions of clause 2 of this circular is only applicable to companies which are registered with the National Bargaining Council for the Clothing Manufacturing Industry of South Africa, subject further to sub-clause 2.5 below.
- 2.5 The provisions of clause 2 of this circular is only applicable to those current compliant companies which were in existence and operational as at 1 June 2011. It is not applicable to those companies who are members of an employer association which has not signed this agreement and/or not to companies which have not implemented the wage increases envisaged in this agreement.

During the first year of operation of the provisions of clause 2 of this circular, the parties will engage to explore mechanisms which will protect current companies and current employees in the event of it being agreed that this provision be extended to new companies which enter the industry for the first time.

- 2.6 All other provisions of the industry's Main Agreement shall be applicable to new employees.
- 2.7 The closed shop shall be applicable to all new employees.
- 2.8 Employers shall not embark on retrenchment exercises, where the intent of such retrenchment is to re-employ employees at the rates specified in sub-clause 2.1 above
- 2.9 Employers will ensure that short time arrangements are at all times fairly and equitably distributed across a workplace's employees in all job categories affected by short time arrangements.
- 2.10 Qualified employees shall be employed at the qualified rate, subject to sub-clause 2.2 above.
- 2.11 Current employees employed in terms of the new entry rate provision envisaged in the 2011/2012 party to party agreement and who were so employed prior to 1 September 2012 shall by exemption be ring-fenced on those rates plus the annual increases, and subject to the companies at which they are employed meeting the compliant employment growth targets as set out in the 2011/2012 wage agreement.
- 2.12 Effective 1st September 2012, all retrenched employees will, within a period of 12 months of having been retrenched, be given preferential employment in the same job category at the same wage rate which was applicable at the date of the employee's retrenchment or any higher wage rate which may have been gazetted and become applicable to the affected employee's job category after such date of retrenchment.
- 2.13 The parties shall negotiate a national framework agreement at national bargaining council level, to give enabling effect to the plant level incentivised wage component as contemplated in sub-clause

2.3 of this agreement. This shall be finalised within a period of 4 months with effect from 1 October 2012 (excluding the annual shutdown period). Thereafter, companies who qualify for the provisions of clause 4 of the substantive agreement and who wish to implement it shall have a 2 month period to conclude plant-level incentive arrangements in terms of the provisions of the national framework agreement.

- 2.14 The deadlock breaking mechanism for the national framework agreement is either binding interest arbitration or, at the end of the prescribed period, the entire 80% dispensation falls away, unless other forms of deadlock breaking mechanisms are agreed between the parties.
- 2.15 Should the 80% dispensation fall away in consequence of the provision in sub-clause 2.14 above, new employees employed on the incentive wage provisions should be paid 100% of the applicable agreement rate.
- 2.16 The deadlock breaking mechanism for operationalising the incentive component at plant level shall consist firstly of a facilitation process by a panel of experts jointly appointed by the employer and trade union parties to this agreement and if not resolved, by an advisory award by the panel, unless other forms of deadlock breaking mechanisms are agreed to between the parties.
- 2.17 The parties agree that the only outstanding issue pertaining to the national incentivised framework agreement is the deadlock breaking mechanism. The Parties agree to finalise this matter within two (2) weeks from the date of signing this agreement, failing which the provision of sub-clause 2.14 above will become effective.

3. CONTRIBUTIONS

3.1 Sick Pay Fund

The employee contribution rate to the Sick Pay Fund remains unaltered at R3, 07 per week, whilst the employer contribution rate increases by R2.52 from R2.80 to R5.32 per week. These now are:

Employee	:	R3,07
Employer	:	R5.32

3.2 Medical Benefit Society

The employee contribution rate to the Medical Benefit Society remains unaltered at R8,91 per week, whilst the employer contribution rate increases by R4.37 from **R12.68 to R17.05** per week. These now are:

Member	Employee	:	R8,91
	Employer	:	R17.05
Spouse	Employee	:	R8,91
	Employer	:	R17.05

3.3 Provident Fund

The employer and employee contribution rates to the Provident Fund remain unaltered as:

Employee	:	5.75%
Employer	:	6,5%

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

3.4 Bargaining Council Levy

The Bargaining Council levy payable per week by Employers remains unaltered at **0.23%** of each employee's wages. The percentage payable by Employees remains unaltered, at **0.21%**. These percentage contributions are capped at a maximum of **R2.11** of each employee's weekly wage for employers, and for employees, it is capped at a maximum of **R1.95** per week.

3.5 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%:

Category	Old Rate	New Rate (p.w. per employee)
Industry Protection Fund	14 cents	15 cents
SACTWU HIV/AIDS Project	42 cents	45 cents
SACTWU Bursary Fund	28 cents	30 cents

4. TRADE UNION DEDUCTIONS

The Trade Union subscription rate for its members remains unchanged at 1% of the member's basic wage rate with a new *minimum* of R7.30 per week and a new *maximum* of R13.40 per week, effective 1 September 2013. The contribution rate towards its funeral scheme remains unchanged at R1.80 per week bringing the **total new minimum** to R9.10 per week (i.e. the R7.30 plus the R1,80) and the **total new maximum** to R15.20 per week (i.e. the R13.40 plus the R1,80). The Trade Union has sent out a separate notice in September 2013 in this regard.

5. 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.

6. COMPLIANCE PROMOTION

- 6.1 All current non-compliant companies which meet a minimum of 80% of the party-to-party *negotiated wage rate* for current employees, shall be regarded as level B compliant, subject to sub-clause 6.2 below.
- 6.2 All companies described in 6.1 above shall achieve 100% wage compliance within a period of 18 months from 1 September 2012, in 6 monthly equal increments, failing which full compliance enforcement including the execution of writs shall apply to them.
- 6.3 The arrears of non-compliant companies shall be ring-fenced in a 'suspense account' at 100% of the verified arrears value and a written time-bound repayment plan agreed with the bargaining council. They should also sign a legally enforceable acknowledgement of debt.
- 6.4 The current policy that allows for a maximum of 6-months as a repayment period for arrears shall be amended, to allow for a maximum eighteen (18) months repayment period with effect from 1 November 2012.
- 6.5 The arrears will become payable in full should the employer become non-compliant, or default on the repayment plan at any time in future, unless otherwise agreed by the parties.
- 6.6 At every future meeting of the NBC, each party shall make one practical concrete suggestion on how to further promote compliance in the industry.
- 6.7 The NBC General Secretary shall have unfettered authority to serve any writ of execution upon any employer who fails to become compliant in terms of the new compliance provisions envisaged in this agreement, unless the parties agree otherwise.
- 6.8 Nothing in the agreement shall have the effect of downward migration of conditions of employment for any current employee.
- 6.9 The Trade Union shall have the unfettered right to embark on industrial action against any company which fails to implement the terms of the agreement.

7. **STRENGTHENING THE NBC**

- 7.1 The parties commit to take such steps as may be necessary to strengthen the work, operations, services and structures of the NBC.
- 7.2 The CCMA and AMSA and its regional affiliated employer associations undertake to meet with the United Clothing & Textiles Association (UCTA), with a view to persuade them to become a party to the NBC.
- 7.3 The employer parties to this agreement undertake to use their best endeavours to grow employer representivity within the NBC.
- 7.4 The parties agree to convene an Industry Summit, inclusive of industry pipeline sectors, by no later than the end of the first quarter of 2014.

8. **DEVELOPMENTAL MATTERS**

With regard to the developmental matters set out in clause 7 the 2011/2012 party-to-party wage agreement, the parties agree to fast-track the work of the Developmental Matters Task Team, in the immediate period ahead, following the formal conclusion and ratification of this agreement.

9. **SCHEDULE OF DEDUCTIONS**

A revised schedule of weekly deductions and contributions is enclosed.

10. **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.

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 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

ASHLEY JACKSON
REGIONAL SECRETARY



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NORTHERN CHAMBER

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INFORMATION SCHEDULE

KNITTING SECTOR

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 2013 TO 31 AUGUST 2014

COUNCIL LEVIES	PROVIDENT FUND		INDUSTRY PROTECTION FUND	SACTWU SUBS. (for Union members ONLY)	SACTWU HIV/AIDS PROJECT	EMPLOYER AGENCY SHOP FEE
	Employee	Employer				
Employee: R1.95 per week	5,75% of each individual contributor's basic weekly wage, calculated to the nearest cent.	6,5% of each individual contributor's basic weekly wage, calculated to the nearest cent.	12 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 R9.10 per week and a maximum of R15.20 per week	45 cents per week Payable by EMPLOYER ONLY	60 or fewer employees: Lump sum of R250.00 p.m. (incl VAT) 61 and more employees: R4.25 per employee p.m. (incl VAT)
Employer R2.11 per week.	Payable to Clothing Industry (Northern Chamber) Provident Fund	Bank: Standard Bank Johannesburg Branch Account No: 000038628 Branch Code: 00020500	15 cents Payable by the Employer per week per Employee	UNION AGENCY FEE (i.r.o. NON-Union members) 1% of each NON Trade Union member's basic wage rate with a minimum of R7.30 per week and a maximum of R13.40 per week	SACTWU BURSARY FUND 30 cents per week Payable by EMPLOYER ONLY i.r.o each employee to whom this Agreement of the Council applies.	
	No deduction made if contributor has worked for less than 20 hours in the week in which the deduction falls due.					

MEDICAL BENEFIT SOCIETY		SICK PAY FUND	
Employee	Employer	Employee	Employer
R8,91 per week	R17.05 per week	R3,07 per week	R5.32 per week

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

	PAYABLE TO:	PAYMENT METHOD :
Council Levies	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
Medical Benefit Society Contributions		
Sick Pay Fund Contributions		
Industry Protection Fund		
Agency Shop Fee		
SACTWU Subscriptions, Bursary Fund & HIV/AIDS Project Contributions		

**NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY
NORTHERN REGION (KNITTING) NEW WAGE RATES NEGOTIATED BY THE PARTIES
FOR THE PERIOD 01 SEPTEMBER 2013 TO 31 AUGUST 2014**

WAGES		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)				
DESCRIPTION		Wage per Week from 01 Sep 2012 to 31 Aug 2013	New Employees on Incentivised Scheme Effective 1 September 2012 = 80%	Across the Board Increase 6.33%	Wage per Week from 01 Sep 2013 to 31 Aug 2014	New Employees on Incentivised Scheme Effective 1 September 2013 = 80%
		R	R	R	R	R
(i)	Foreman:	1568.50	1 254.80	99.30	1667.80	1 334.20
(ii)	Dyer: (See (iv) below)					
(iii)	Storeman:					
	(i) Qualified:	1509.80	1 207.80	95.60	1605.40	1 284.30
	(ii) Learners:					
	first six months of experience	545.10	436.10	34.50	579.60	463.70
	second six months of experience	786.30	629.00	49.80	836.10	668.90
	third six months of experience	1027.50	822.00	65.00	1092.50	874.00
	next four months of experience	1268.70	1 015.00	80.30	1349.00	1 079.20
	Thereafter, the wage specified in (iii)(i) i.e.	1509.80	1 207.80	95.60	1605.40	1 284.30
(iv)	Mechanic/Dyer:					
	(i) Qualified:	1568.50	1 254.80	99.30	1667.80	1 334.20
	(ii) Learners:					
	first six months of experience	545.10	436.10	34.50	579.60	463.70
	second six months of experience	647.30	517.80	41.00	688.30	550.60
	third six months of experience	749.70	599.80	47.50	797.20	637.80
	fourth six months of experience	852.10	681.70	53.90	906.00	724.80
	fifth six months of experience	954.50	763.60	60.40	1014.90	811.90
	sixth six months of experience	1056.50	845.20	66.90	1123.40	898.70
	seventh six months of experience	1159.10	927.30	73.40	1232.50	986.00
	eighth six months of experience	1261.40	1 009.10	79.80	1341.20	1 073.00
	ninth six months of experience	1363.60	1 090.90	86.30	1449.90	1 159.90
	next four months of experience	1466.50	1 173.20	92.80	1559.30	1 247.40
	Thereafter, the wage specified in (iv)(i) i.e.	1568.50	1 254.80	99.30	1667.80	1 334.20
(v)	Mechanic's Assistant:					
	(i) Qualified:	1027.10	821.70	65.00	1092.10	873.70
	(ii) Learners:					
	first six months of experience	545.10	436.10	34.50	579.60	463.70
	second six months of experience	592.80	474.20	37.50	630.30	504.20
	third six months of experience	630.20	504.20	39.90	670.10	536.10
	fourth six months of experience	689.40	551.50	43.60	733.00	586.40
	fifth six months of experience	737.90	590.30	46.70	784.60	627.70
	sixth six months of experience	786.40	629.10	49.80	836.20	669.00
	seventh six months of experience	834.20	667.40	52.80	887.00	709.60
	eighth six months of experience	882.70	706.20	55.90	938.60	750.90
	ninth six months of experience	930.70	744.60	58.90	989.60	791.70
	next four months of experience	979.10	783.30	62.00	1041.10	832.90
	Thereafter, the wage specified in (v)(i) i.e.	1027.10	821.70	65.00	1092.10	873.70

**NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY
NORTHERN REGION (KNITTING) NEW WAGE RATES NEGOTIATED BY THE PARTIES
FOR THE PERIOD 01 SEPTEMBER 2013 TO 31 AUGUST 2014**

DESCRIPTION		Wage per Week from 01 Sep 2012 to 31 Aug 2013	New Employees on Incentivised Scheme Effective 1 September 2012 = 80%	Across the Board Increase 6.33%	Wage per Week from 01 Sep 2013 to 31 Aug 2014	New Employees on Incentivised Scheme Effective 1 September 2013 = 80%
		R	R	R	R	R
(vi)	Supervisor:	1086.00	868.80	68.70	1154.70	923.80
(vii)	Final Examiner of fully-fashioned garments:	1008.30	806.60	63.80	1072.10	857.70
(viii)	Factory Clerk, Despatch Clerk, Stores Clerk:					
	(i) Qualified	987.40	789.90	62.50	1049.90	839.90
	(ii) Learners:					
	first six months of experience	545.10	436.10	34.50	579.60	463.70
	second six months of experience	655.50	524.40	41.50	697.00	557.60
	third six months of experience	766.10	612.90	48.50	814.60	651.70
	next four months of experience	876.90	701.50	55.50	932.40	745.90
	Thereafter, the wage specified in (viii)(i) i.e.	987.40	789.90	62.50	1049.90	839.90
(ix)	Knitting Machine Operator, Warp Knitting Machine Operator, Dyer's Assistant, Colouring Mass-Measurer and/or Cutter or Shaper of fully-fashioned garments, Handyman and Warper:					
	(i) Qualified:	987.40	789.90	62.50	1049.90	839.90
	(ii) Learners:					
	first six months of experience	545.10	436.10	34.50	579.60	463.70
	second six months of experience	618.60	494.90	39.20	657.80	526.20
	third six months of experience	692.20	553.80	43.80	736.00	588.80
	fourth six months of experience	766.10	612.90	48.50	814.60	651.70
	fifth six months of experience	839.70	671.80	53.20	892.90	714.30
	next four months of experience	913.60	730.90	57.80	971.40	777.10
	Thereafter, the wage specified in (ix)(i) i.e.	987.40	789.90	62.50	1049.90	839.90
(x) (a)	Loader of magazine or comb, Linker, Overlocker other than an overlocker of seconds in socks, Mender and Plain Sewer:					
	(i) Qualified:	861.50	689.20	54.50	916.00	732.80
	(ii) Learners:					
	first six months of experience	545.10	436.10	34.50	579.60	463.70
	second six months of experience	623.80	499.00	39.50	663.30	530.60
	third six months of experience	703.00	562.40	44.50	747.50	598.00
	next four months of experience	782.50	626.00	49.50	832.00	665.60
	Thereafter, the wage specified in (x)(i) i.e.	861.50	689.20	54.50	916.00	732.80
(x) (b)	Sewing Machinist including a button, buttonhole and hemming machinist:					
	(i) Qualified:	861.50	689.20	54.50	916.00	732.80
	(ii) Learners:					
	first six months of experience	545.10	436.10	34.50	579.60	463.70
	second six months of experience	623.80	499.00	39.50	663.30	530.60
	third six months of experience	703.00	562.40	44.50	747.50	598.00

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		R	R	R	R	R
	Thereafter, the wage specified in (x)(i) i.e.	861.50	689.20	54.50	916.00	732.80
(xi)	Driver of a Motor Vehicle, the unladen mass of which, together with the unladen mass of any trailer or trailers drawn by such vehicle—:					
	(a) does not exceed 453,5 kg	823.60	658.90	52.10	875.70	700.60
	(b) exceeds 453,5 kg but not 2 721 kg	972.40	777.90	61.60	1034.00	827.20
	(c) exceeds 2 721 kg but not 4 535 kg	1035.50	828.40	65.50	1101.00	880.80
	(d) exceeds 4 535 kg	1123.80	899.00	71.10	1194.90	955.90
(xii)	Security Officer:	1258.10	1 006.50	79.60	1337.70	1 070.20
(xiii)	Watchman:	970.70	776.60	61.40	1032.10	825.70
(xiv)	Employee not elsewhere specified:					
	(i) Qualified:	1010.70	808.60	64.00	1074.70	859.80
	(ii) Learners:					
	first six months of experience	545.10	436.10	34.50	579.60	463.70
	second six months of experience	661.30	529.00	41.90	703.20	562.60
	third six months of experience	777.90	622.30	49.20	827.10	661.70
	next four months of experience	894.10	715.30	56.60	950.70	760.60
	Thereafter, the wage specified in (xiv)(i)	1010.70	808.60	64.00	1074.70	859.80
(xv)	Seamer, Mender of socks, Sorter, Cleaner (i.e. an employee engaged in cleaning garments and/or fabrics), Grader, Sampler (i.e. an employee engaged in the making up of sample cards), Winder, Overlocker for seconds in socks and/or Examiner of knitted fabrics and articles, Backwinder, Drawthreader, Pre-and Post-boarder or Former, Precutter, Presser, Turner, Operator of calender, slitting, setting or steaming machine, Operator of brushing, raising and/or cropping machine, Operator of dye machine, Operator of drying and/or hydro-extracting machine, employee engaged in Transferring and/or Labelling, Trimming off surplus threads, Folding, Carding and/or Packing, Waxring Maker, Boiler Attendant, Creeler, Teamaker, Despatch Packer, Parcel Maker. General Worker and Floor	822.60	658.10	52.10	874.70	699.80
(xvi)	General Worker/Traveller's Assistant, Cloakroom Supervisor and/or Attendant, Teamaker employed after 30-06-1987:	708.10	566.50	44.80	752.90	602.30

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		R	R	R	R	R
(xvii)	All employees classified in (xv) and who were employed after 30-06-1987, other than general worker, traveller's assistant, cloakroom supervisor and/or attendant and teamaker:					
	(i) Qualified:	708.10	566.50	44.80	752.90	602.30
	(ii) Learners:					
	first six months of experience	545.10	436.10	34.50	579.60	463.70
	second six months of experience	599.10	479.30	37.90	637.00	509.60
	third six months of experience	654.00	523.20	41.40	695.40	556.30
	Thereafter, the wage specified in (xvii) (i)	708.10	566.50	44.80	752.90	602.30
NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with effect from 1 September 2013, Increase the Weekly Wage for those employees by the agreed Wage Increase of 6.33% Across-the-Board.						

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WAGES		GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)				
DESCRIPTION		Wage per Week from 01 Sep 2012 to 31 Aug 2013	New Employees on Incentivised Scheme Effective 1 September 2012 = 80%	Across the Board Increase 6.33%	Wage per Week from 01 Sep 2013 to 31 Aug 2014	New Employees on Incentivised Scheme Effective 1 September 2013 = 80%
		R	R	R	R	R
(i)	Foreman:	1575.80	1 260.60	99.70	1675.50	1 340.40
(ii)	Dyer: (See (iv) below)					
(iii)	Storeman:					
	(i) Qualified:	1516.80	1 213.40	96.00	1612.80	1 290.20
	(ii) Learners:					
	first six months of experience	547.60	438.10	34.70	582.30	465.80
	second six months of experience	789.90	631.90	50.00	839.90	671.90
	third six months of experience	1032.30	825.80	65.30	1097.60	878.10
	next four months of experience	1274.50	1 019.60	80.70	1355.20	1 084.20
	Thereafter, the wage specified in (iii)(i) i.e.	1516.80	1 213.40	96.00	1612.80	1 290.20
(iv)	Mechanic/Dyer:					
	(i) Qualified:	1575.80	1 260.60	99.70	1675.50	1 340.40
	(ii) Learners:					
	first six months of experience	547.60	438.10	34.70	582.30	465.80
	second six months of experience	650.20	520.20	41.20	691.40	553.10
	third six months of experience	753.10	602.50	47.70	800.80	640.60
	fourth six months of experience	855.90	684.70	54.20	910.10	728.10
	fifth six months of experience	958.90	767.10	60.70	1019.60	815.70
	sixth six months of experience	1061.50	849.20	67.20	1128.70	903.00
	seventh six months of experience	1164.50	931.60	73.70	1238.20	990.60
	eighth six months of experience	1267.30	1 013.80	80.20	1347.50	1 078.00
	ninth six months of experience	1369.80	1 095.80	86.70	1456.50	1 165.20
	next four months of experience	1473.20	1 178.60	93.30	1566.50	1 253.20
	Thereafter, the wage specified in (iv)(i) i.e.	1575.80	1 260.60	99.70	1675.50	1 340.40
(v)	Mechanic's Assistant:					
	(i) Qualified:	1031.80	825.40	65.30	1097.10	877.70
	(ii) Learners:					
	first six months of experience	547.60	438.10	34.70	582.30	465.80
	second six months of experience	595.30	476.20	37.70	633.00	506.40
	third six months of experience	644.60	515.70	40.80	685.40	548.30
	fourth six months of experience	692.60	554.10	43.80	736.40	589.10
	fifth six months of experience	741.40	593.10	46.90	788.30	630.60
	sixth six months of experience	790.00	632.00	50.00	840.00	672.00
	seventh six months of experience	838.20	670.60	53.10	891.30	713.00
	eighth six months of experience	886.60	709.30	56.10	942.70	754.20
	ninth six months of experience	934.90	747.90	59.20	994.10	795.30
	next four months of experience	983.60	786.90	62.30	1045.90	836.70
	Thereafter, the wage specified in (v)(i) i.e.	1031.80	825.40	65.30	1097.10	877.70
(vi)	Supervisor:	1091.10	872.90	69.10	1160.20	928.20

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DESCRIPTION		Wage per Week from 01 Sep 2012 to 31 Aug 2013	New Employees on Incentivised Scheme Effective 1 September 2012 = 80%	Across the Board Increase 6.33%	Wage per Week from 01 Sep 2013 to 31 Aug 2014	New Employees on Incentivised Scheme Effective 1 September 2013 = 80%
		R	R	R	R	R
(vii)	Final Examiner of fully-fashioned garments:	1013.10	810.50	64.10	1077.20	861.80
(viii)	Factory Clerk, Despatch Clerk, Stores Clerk:					
	(i) Qualified	992.10	793.70	62.80	1054.90	843.90
	(ii) Learners:					
	first six months of experience	547.60	438.10	34.70	582.30	465.80
	second six months of experience	658.50	526.80	41.70	700.20	560.20
	third six months of experience	769.60	615.70	48.70	818.30	654.60
	next four months of experience	881.00	704.80	55.80	936.80	749.40
	Thereafter, the wage specified in (viii)(i) i.e.	992.10	793.70	62.80	1054.90	843.90
(ix)	Knitting Machine Operator, Warp Knitting Machine Operator, Dyer's Assistant, Colouring Mass-Measurer and/or Cutter or Shaper of fully-fashioned garments, Handyman and Warper:					
	(i) Qualified:	992.10	793.70	62.80	1054.90	843.90
	(ii) Learners:					
	first six months of experience	547.60	438.10	34.70	582.30	465.80
	second six months of experience	621.30	497.00	39.30	660.60	528.50
	third six months of experience	695.30	556.20	44.00	739.30	591.40
	fourth six months of experience	769.60	615.70	48.70	818.30	654.60
	fifth six months of experience	843.80	675.00	53.40	897.20	717.80
	next four months of experience	917.80	734.20	58.10	975.90	780.70
	Thereafter, the wage specified in (ix)(i) i.e.	992.10	793.70	62.80	1054.90	843.90
(x) (a)	Loader of magazine or comb, Linker, Overlocker other than an overlocker of seconds in socks, Mender and Plain Sewer:					
	(i) Qualified:	865.50	692.40	54.80	920.30	736.20
	(ii) Learners:					
	first six months of experience	547.60	438.10	34.70	582.30	465.80
	second six months of experience	626.70	501.40	39.70	666.40	533.10
	third six months of experience	706.30	565.00	44.70	751.00	600.80
	next four months of experience	786.00	628.80	49.80	835.80	668.60
	Thereafter, the wage specified in (x)(i) i.e.	865.50	692.40	54.80	920.30	736.20
(x) (b)	Sewing Machinist including a button, buttonhole and hemming machinist:					
	(i) Qualified:	865.50	692.40	54.80	920.30	736.20
	(ii) Learners:					
	first six months of experience	547.60	438.10	34.70	582.30	465.80
	second six months of experience	626.70	501.40	39.70	666.40	533.10
	third six months of experience	706.30	565.00	44.70	751.00	600.80
	Thereafter, the wage specified in (x)(i) i.e.	865.50	692.40	54.80	920.30	736.20

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DESCRIPTION		Wage per Week from 01 Sep 2012 to 31 Aug 2013	New Employees on Incentivised Scheme Effective 1 September 2012 = 80%	Across the Board Increase 6.33%	Wage per Week from 01 Sep 2013 to 31 Aug 2014	New Employees on Incentivised Scheme Effective 1 September 2013 = 80%
		R	R	R	R	R
(xi)	Driver of a Motor Vehicle, the unladen mass of which, together with the unladen mass of any trailer or trailers drawn by such vehicle—:					
	(a) does not exceed 453,5 kg	827.30	661.80	52.40	879.70	703.80
	(b) exceeds 453,5 kg but not 2 721 kg	976.90	781.50	61.80	1038.70	831.00
	(c) exceeds 2 721 kg but not 4 535 kg	1040.30	832.20	65.90	1106.20	885.00
	(d) exceeds 4 535 kg	1129.10	903.30	71.50	1200.60	960.50
(xii)	Security Officer:	1263.80	1 011.00	80.00	1343.80	1 075.00
(xiii)	Watchman:	975.20	780.20	61.70	1036.90	829.50
(xiv)	Employee not elsewhere specified:					
	(i) Qualified:	1015.30	812.20	64.30	1079.60	863.70
	(ii) Learners:					
	first six months of experience	547.60	438.10	34.70	582.30	465.80
	second six months of experience	664.30	531.40	42.10	706.40	565.10
	third six months of experience	781.50	625.20	49.50	831.00	664.80
	next four months of experience	898.30	718.60	56.90	955.20	764.20
	Thereafter, the wage specified in (xiv)(i)	1015.30	812.20	64.30	1079.60	863.70
(xv)	Seamer, Mender of socks, Sorter, Cleaner (i.e. an employee engaged in cleaning garments and/or fabrics), Grader, Sampler (i.e. an employee engaged in the making up of sample cards), Winder, Overlocker for seconds in socks and/or Examiner of knitted fabrics and articles, Backwinder, Drawthreader, Pre-and Post-boarder or Former, Precutter, Presser, Turner, Operator of calender, slitting, setting or steaming machine, Operator of brushing, raising and/or cropping machine, Operator of dye machine, Operator of drying and/or hydro-extracting machine, employee engaged in Transferring and/or Labelling, Trimming off surplus threads, Folding, Carding and/or Packing, Waxring Maker, Boiler Attendant, Creeler, Teamaker, Despatch Packer, Parcel Maker, General Worker and Floor	826.40	661.10	52.30	878.70	703.00
(xvi)	General Worker/Traveller's Assistant, Cloakroom Supervisor and/or Attendant, Teamaker employed after 30-06-1987:	711.40	569.10	45.00	756.40	605.10

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DESCRIPTION		Wage per Week from 01 Sep 2012 to 31 Aug 2013	New Employees on Incentivised Scheme Effective 1 September 2012 = 80%	Across the Board Increase 6.33%	Wage per Week from 01 Sep 2013 to 31 Aug 2014	New Employees on Incentivised Scheme Effective 1 September 2013 = 80%
		R	R	R	R	R
(xvii)	All employees classified in (xv) and who were employed after 30-06-1987, other than general worker, traveller's assistant, cloakroom supervisor and/or attendant and teamaker:					
	(i) Qualified:	711.40	569.10	45.00	756.40	605.10
	(ii) Learners:					
	first six months of experience	547.60	438.10	34.70	582.30	465.80
	second six months of experience	602.00	481.60	38.10	640.10	512.10
	third six months of experience	656.90	525.50	41.60	698.50	558.80
	Thereafter, the wage specified in (xvii) (i)	711.40	569.10	45.00	756.40	605.10

NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with effect from 1 September 2013, increase the Weekly Wage for those employees by the agreed Wage Increase of 6.33% Across-the-Board.