



NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY

KWA-ZULU NATAL CHAMBER

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Telephone Enquiries : Labour Affairs Department

03 September 2013

TO : ALL PARTY & NON-PARTY EMPLOYERS SUBJECT TO PART C OF THE COUNCIL'S NATIONAL MAIN COLLECTIVE AGREEMENT (**CLOTHING, GARMENT KNITTING, HOSIERY & MILLINERY SECTORS**) FOR THE "METRO" AREAS ONLY OF THE KWAZULU-NATAL 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 establishments situated within the Magisterial Districts of Chatsworth, Durban, Inanda, Lower Tugela, Pietermaritzburg and Pinetown)

This circular summarises the outcome of the Industry negotiations. The Parties to the National Bargaining Council have concluded an agreement that becomes effective from 1 September 2013 until 31 August 2014 and shall remain effective beyond 31 August 2014. The details of the negotiated settlement in respect of the Kwazulu-Natal Metro Region (Part C of the Councils National Main Collective Agreement) are as follows:-

1. INCREASE IN TOTAL LABOUR COST

- 1.1 The increase to total labour costs shall be 7% for each of the job categories with effect from 01 September 2013.
- 1.2 The total labour costs referred to in (1.1) above shall be increased by a further 1% respectively for all companies who have unilaterally implemented wage increases prior to or subsequent to the adoption by The National Bargaining Council of this agreement, and for non-signatory party associations.
- 1.3 The Metro and non-metro B wage differential shall be narrowed, relative to the **Kwazulu-Natal** metro qualified machinist rate (not the incentivised wage), as follows:

With effect from 1 September 2013 :	to 71%
With effect from 1 September 2014 :	to 73%
With effect from 1 September 2015 and thereafter	to 75%

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. COMPLIANCE PROMOTION

- 3.1 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 3.2 below.
- 3.2 All companies described in 3.1 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.
- 3.3 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.
- 3.4 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.
- 3.5 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.
- 3.6 At every future meeting of the NBC, each party shall make one practical concrete suggestion on how to further promote compliance in the industry.
- 3.7 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.
- 3.8 Nothing in the agreement shall have the effect of downward migration of conditions of employment for any current employee.
- 3.9 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.

4. STRENGTHENING THE NBC

- 4.1 The parties commit to take such steps as may be necessary to strengthen the work, operations, services and structures of the NBC.
- 4.2 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.
- 4.3 The employer parties to this agreement undertake to use their best endeavours to grow employer representivity within the NBC.
- 4.4 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.

5. 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.

6. BACKPAY

6.1 The parties agree that it is desirable that all employers in the industry should implement the terms of this agreement from its effective date, especially regarding (but not restricted to) the implementation of the wage increases consented to in this agreement.

6.2 The NBC is required, as soon as possible after the effective date of this agreement, to conduct an industry survey to determine the extent of implementation of the wage increases envisaged in this agreement.

6.3 The following provision shall be submitted for gazettal, unless a different mechanism is agreed to:

“all employers covered by the registered scope of the NBC shall implement the wage increases agreed to at NBC level” or

“all employers covered by the registered scope of the NBC who have not implemented the wage increases agreed to at NBC level shall implement a 10% wage increase for metro areas and the rand equivalent for non-metro areas with effect from 1 September each year”.

7. OTHER CONDITIONS

7.1 All other previously agreed terms and conditions not specifically varied by the provisions of this Agreement shall remain in force and effect, unless agreed otherwise through collective bargaining between the parties, at NBC level.

7.2 The parties have accepted that the terms agreed to are hereby formalised in this final written agreement concluded and signed under the auspices of the NBC, subject to ratification by their respective members.

Yours sincerely

PAUL WILD
REGIONAL SECRETARY

**NATIONAL BARGAINING COUNCIL
FOR THE
CLOTHING MANUFACTURING INDUSTRY**

KWAZULU-NATAL CHAMBER

127/129 MAGWAZA MAPHALALA STREET (FORMERLY GALE STREET), UMBILO, DURBAN

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P O BOX 18354

DALBRIDGE, 4001

INFORMATION SCHEDULE

**DEDUCTIONS AND CONTRIBUTIONS DUE TO THE KZN 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 EFFECTIVE FROM 1 SEP 2013 TO 31 AUG 2014

COUNCIL LEVIES		PROVIDENT FUND <i>Payable i.r.o employees earning up to R2244.85p.w. or R9 727 p.m. and not in respect of employees whose occupation is monthly paid and of a managerial, specialist technical or non-production related nature.</i>		SICK BENEFIT FUND		SACTWU SUBS. (For Sactwu members only)	SACTWU BURSARY FUND	SACTWU HIV/AIDS PROJECT
		Employee	Employer	Employee	Employer			
Calculated at 0.2585% of a qualified machinist rate of pay (This equates to R2.32 per week payable by employees by means of a deduction from their wages)	Calculated at 0.35% of a qualified machinist rate of pay (This equates to R3.16 per week payable by employers in respect of each employee)	6.5% of each individual contributor's actual basic weekly earnings	7.5% of each individual contributor's actual basic weekly earnings	1.5% of each employee's weekly wage	1.75% of each employee's weekly wage	1% of each individual Trade Union member's basic weekly wage plus an additional R1.80 per week towards the Sactwu funeral scheme with a minimum of R9.10 per week, and a maximum of R15.20 per week.	29 cents per week	42 cents per week
Payable i r o employees earnings up to R2244.85 pw or R9 727pm	Payable i.r.o. employees earnings up to R2244.85 pw or R9727pm					UNION AGENCY FEE (i.r.o NON-Sactwu members) 1% of each NON-Sactwu member's basic wage rate with a minimum of R7.30 per week and a maximum of R13.40 per week	Payable by EMPLOYER ONLY	Payable by EMPLOYER ONLY
							Payable i.r.o each Sactwu member only	Payable i.r.o employees earning up to R2244.85pw or R9727 pm

PAYMENTS TO THE BARGAINING COUNCIL DUE BY 10TH DAY OF ENSUING MONTH:

	ADDRESSED TO:	PAYMENT METHOD :
Council/Chamber Levies	The Secretary National Bargaining Council for the Clothing Manufacturing Industry (KwaZulu-Natal Chamber) P.O.BOX 18354 Dalbridge 4014	Cheques payable to: NBC Clothing – KwaZulu-Natal OR direct deposit into bank account, as follows: Bank: Standard Bank Branch: Gale Place Branch Code: 042526 Acc No: 051171538
Sick Benefit Fund Contributions SACTWU Subscriptions, Bursary Fund & HIV/AIDS Project Contributions		
Provident Fund Contributions	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: Gale Place Branch Code: 042526 Acc No: 250213753 ***Factories may use the short name KZN CLOTHING PF for their EFT's

NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY (KWAZULU-NATAL)
MAIN AGREEMENT FOR THE CLOTHING SECTOR NEW WAGE RATES NEGOTIATED BY THE PARTIES
FOR THE PERIOD 1 SEPTEMBER 2013 TO 31 AUGUST 2014

WAGES		GROUP A (i.e Employers contributing to the Productivity incentive Scheme)				
Description of Occupation		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 7%	Wage per week from 01 Sep 2013 to 31 Aug 2014	New Employees on Incentivised Scheme Effective 1 September 2013 = 80%
Part A		R	R	R	R	R
GRADE 1						
(a)	Qualified	835.35	668.30	58.47	893.80	715.05
(b)	Learner					
	0 - 6 months	551.35	441.10	38.59	589.95	471.95
	7 - 12 months	609.95	487.95	42.70	652.65	522.10
	13 - 18 months **	668.35	534.70	46.78	715.15	572.10
	Thereafter, the qualifying wage applies	835.35	668.30	58.47	893.80	715.05
GRADE 2						
(a)	Qualified	726.05	580.85	50.82	776.85	621.50
(b)	Learner					
	0 - 6 months	548.40	438.70	38.39	586.80	469.45
	Thereafter, the qualifying wage applies	726.05	580.85	50.82	776.85	621.50
GRADE A						
(a)	Qualified	743.90	595.10	52.07	795.95	636.75
(b)	Learner					
	0 - 6 months	577.80	462.25	40.45	618.25	494.60
	Thereafter, the qualifying wage applies	743.90	595.10	52.07	795.95	636.75
HEAD CUTTER		1 332.75	1066.20	93.29	1 426.05	1140.85
ASSISTANT HEAD CUTTER		1 066.10	852.90	74.63	1 140.75	912.60
CUTTER/TRIMMER						
(a)	Qualified	837.40	669.90	58.62	896.00	716.80
(b)	Learner					
	0 - 6 months	525.25	420.20	36.77	562.00	449.60
	7 - 12 months	586.85	469.50	41.08	627.95	502.35
	13 - 18 months	646.00	516.80	45.22	691.20	552.95
	19 - 22 months	716.25	573.00	50.14	766.40	613.10
	Thereafter, the qualifying wage applies	837.40	669.90	58.62	896.00	716.80
BAND KNIFE CUTTER						
(a)	Qualified	881.25	705.00	61.69	942.95	754.35
(b)	Learner					
	0 - 6 months	587.65	470.10	41.14	628.80	503.05
	7 - 12 months	652.60	522.10	45.68	698.30	558.65
	13 - 18 months	712.10	569.70	49.85	761.95	609.55
	19 - 22 months	779.85	623.90	54.59	834.45	667.55
	Thereafter, the qualifying wage applies	881.25	705.00	61.69	942.95	754.35
MECHANIC						
(a)	Qualified	1 432.25	1145.80	100.26	1 532.50	1226.00
(b)	Learner					
	0 - 6 months	660.85	528.70	46.26	707.10	565.70
	7 - 12 months	758.85	607.10	53.12	811.95	649.55
	13 - 18 months	870.90	696.70	60.96	931.85	745.50
	19 - 24 months	983.00	786.40	68.81	1 051.80	841.45
	25 - 30 months	1 102.50	882.00	77.18	1 179.65	943.70
	31 - 36 months	1 212.35	969.90	84.86	1 297.20	1037.75
	37 - 40 months	1 320.40	1056.30	92.43	1 412.85	1130.30
	Thereafter, the qualifying wage applies	1 432.25	1145.80	100.26	1 532.50	1226.00

**NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY (KWAZULU-NATAL)
 MAIN AGREEMENT FOR THE CLOTHING SECTOR NEW WAGE RATES NEGOTIATED BY THE PARTIES
 FOR THE PERIOD 1 SEPTEMBER 2013 TO 31 AUGUST 2014**

Description of Occupation		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 7%	Wage per week from 01 Sep 2013 to 31 Aug 2014	New Employees on Incentivised Scheme Effective 1 September 2013 = 80%
CLERK *						
(a)	Qualified	895.20	716.15	62.66	957.85	766.30
(b)	Learner					
	0 - 6 months	608.65	486.90	42.61	651.25	521.00
	7 - 12 months	687.25	549.80	48.11	735.35	588.30
	13 - 18 months	751.80	601.45	52.63	804.45	643.55
	Thereafter, the qualifying wage applies	895.20	716.15	62.66	957.85	766.30
WATCHMAN		750.30	600.25	52.52	802.80	642.25
DRIVER 1		704.70	563.75	49.33	754.05	603.25
DRIVER 2		770.10	616.10	53.91	824.00	659.20
DRIVER 3		897.90	718.30	62.85	960.75	768.60
DRIVER 4		1 084.55	867.65	75.92	1 160.45	928.35
FOREPERSON		1 026.75	821.40	71.87	1 098.60	878.90
*	Provided a registered productivity incentive scheme is in place.					
**	Provided that a sewing machinist (grade 1) should be paid the qualified rate of pay after 18 months of experience.					
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 7% Across-the-Board.						

NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY (KWAZULU-NATAL)
MAIN AGREEMENT FOR THE CLOTHING SECTOR NEW WAGE RATES NEGOTIATED BY THE PARTIES
FOR THE PERIOD 1 SEPTEMBER 2013 TO 31 AUGUST 2014

WAGES		GROUP B (i.e Employers NOT contributing to the Productivity incentive Scheme)				
Description of Occupation		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 7%	Wage per week from 01 Sep 2013 to 31 Aug 2014	New Employees on Incentivised Scheme Effective 1 September 2013 = 80%
Part A		R	R	R	R	R
GRADE 1						
(a)	Qualified	839.20	671.35	58.74	897.95	718.35
(b)	Learner					
	0 - 6 months	553.95	443.15	38.78	592.75	474.20
	7 - 12 months	612.75	490.20	42.89	655.65	524.50
	13 - 18 months **	671.50	537.20	47.01	718.50	574.80
	Thereafter, the qualifying wage applies	839.20	671.35	58.74	897.95	718.35
GRADE 2						
(a)	Qualified	729.40	583.50	51.06	780.45	624.35
(b)	Learner					
	0 - 6 months	551.05	440.85	38.57	589.60	471.70
	Thereafter, the qualifying wage applies	729.40	583.50	51.06	780.45	624.35
GRADE A						
(a)	Qualified	747.30	597.85	52.31	799.60	639.70
(b)	Learner					
	0 - 6 months	580.55	464.45	40.64	621.20	496.95
	Thereafter, the qualifying wage applies	747.30	597.85	52.31	799.60	639.70
HEAD CUTTER		1338.90	1071.10	93.72	1432.60	1146.10
ASSISTANT HEAD CUTTER		1071.05	856.85	74.97	1146.00	916.80
CUTTER/TRIMMER						
(a)	Qualified	841.25	673.00	58.89	900.15	720.10
(b)	Learner					
	0 - 6 months	527.75	422.20	36.94	564.70	451.75
	7 - 12 months	589.50	471.60	41.27	630.75	504.60
	13 - 18 months	648.95	519.15	45.43	694.40	555.50
	19 - 22 months	719.50	575.60	50.37	769.85	615.90
	Thereafter, the qualifying wage applies	841.25	673.00	58.89	900.15	720.10
BAND KNIFE CUTTER						
(a)	Qualified	885.35	708.30	61.97	947.30	757.85
(b)	Learner					
	0 - 6 months	590.35	472.30	41.32	631.65	505.30
	7 - 12 months	655.60	524.50	45.89	701.50	561.20
	13 - 18 months	715.45	572.35	50.08	765.55	612.45
	19 - 22 months	783.45	626.75	54.84	838.30	670.65
	Thereafter, the qualifying wage applies	885.35	708.30	61.97	947.30	757.85
MECHANIC						
(a)	Qualified	1438.90	1151.10	100.72	1539.60	1231.70
(b)	Learner					
	0 - 6 months	663.85	531.10	46.47	710.30	568.25
	7 - 12 months	762.40	609.90	53.37	815.75	652.60
	13 - 18 months	875.05	700.05	61.25	936.30	749.05
	19 - 24 months	987.55	790.05	69.13	1056.70	845.35
	25 - 30 months	1107.65	886.10	77.54	1185.20	948.15
	31 - 36 months	1217.95	974.35	85.26	1303.20	1042.55
	37 - 40 months	1326.55	1061.25	92.86	1419.40	1135.50

NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY (KWAZULU-NATAL)
MAIN AGREEMENT FOR THE CLOTHING SECTOR NEW WAGE RATES NEGOTIATED BY THE PARTIES
FOR THE PERIOD 1 SEPTEMBER 2013 TO 31 AUGUST 2014

Description of Occupation		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 7%	Wage per week from 01 Sep 2013 to 31 Aug 2014	New Employees on Incentivised Scheme Effective 1 September 2013 = 80%
	Thereafter, the qualifying wage applies	1438.90	1151.10	100.72	1539.60	1231.70
CLERK *						
(a)	Qualified	899.35	719.50	62.95	962.30	769.85
(b)	Learner					
	0 - 6 months	611.45	489.15	42.80	654.25	523.40
	7 - 12 months	690.40	552.30	48.33	738.75	591.00
	13 - 18 months	755.30	604.25	52.87	808.15	646.50
	Thereafter, the qualifying wage applies	899.35	719.50	62.95	962.30	769.85
WATCHMAN		753.75	603.00	52.76	806.50	645.20
DRIVER 1		708.05	566.45	49.56	757.60	606.10
DRIVER 2		773.65	618.90	54.16	827.80	662.25
DRIVER 3		902.10	721.70	63.15	965.25	772.20
DRIVER 4		1089.60	871.70	76.27	1165.85	932.70
FOREPERSON		1031.50	825.20	72.21	1103.70	882.95
* Provided a registered productivity incentive scheme is in place.						
** Provided that a sewing machinist (grade 1) should be paid the qualified rate of pay after 18 months of experience.						
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 7% Across-the-Board.						

**NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY
FOR THE KWAZULU-NATAL REGION (GARMENT KNITTING SECTOR)
FOR THE PERIOD 1 SEPTEMBER 2013 - 31 AUGUST 2014**

WAGES		GROUP A (i.e Employers contributing to the Productivity incentive Scheme)				
DESCRIPTION OF OCCUPATION		Wage rate per week from 01 Sep 2012 to 31 Aug 2013	New Employees on Incentivised Scheme Effective 1 September 2012 = 80%	Across the board increase 7%	Wage rate per week from 01 Sep 2013 to 31 Aug 2014	New Employees on Incentivised Scheme Effective 1 September 2013 = 80%
(i)	Foreman:	1568.05	1254.45	109.75	1677.80	1342.25
(ii)	Dyer: (See (iv) below)					
(iii)	Storeman:					
	(i) Qualified:	1509.35	1207.50	105.65	1615.00	1292.00
	(ii) Learners:					
	first six months of experience	545.35	436.30	38.15	583.50	466.80
	second six months of experience	786.30	629.05	55.05	841.35	673.10
	third six months of experience	1027.45	821.95	71.90	1099.35	879.50
	next four months of experience	1268.40	1014.70	88.80	1357.20	1085.75
	Thereafter, the wage specified in (iii)(i) i.e.	1509.35	1207.50	105.65	1615.00	1292.00
(iv)	Mechanic/Dyer:					
	(i) Qualified:	1568.05	1254.45	109.75	1677.80	1342.25
	(ii) Learners:					
	first six months of experience	545.35	436.30	38.15	583.50	466.80
	second six months of experience	647.40	517.90	45.30	692.70	554.15
	third six months of experience	749.75	599.80	52.50	802.25	641.80
	fourth six months of experience	852.15	681.70	59.65	911.80	729.45
	fifth six months of experience	954.50	763.60	66.80	1021.30	817.05
	sixth six months of experience	1056.45	845.15	73.95	1130.40	904.30
	seventh six months of experience	1159.00	927.20	81.15	1240.15	992.10
	eighth six months of experience	1261.25	1009.00	88.30	1349.55	1079.65
	ninth six months of experience	1363.40	1090.70	95.45	1458.85	1167.10
	next four months of experience	1465.95	1172.75	102.60	1568.55	1254.85
	Thereafter, the wage specified in (iv)(i) i.e.	1568.05	1254.45	109.75	1677.80	1342.25
(v)	Mechanic's Assistant:					
	(i) Qualified:	1027.15	821.70	71.90	1099.05	879.25
	(ii) Learners:					
	first six months of experience	545.35	436.30	38.15	583.50	466.80
	second six months of experience	593.00	474.40	41.50	634.50	507.60
	third six months of experience	641.90	513.50	44.95	686.85	549.50
	fourth six months of experience	689.50	551.60	48.25	737.75	590.20
	fifth six months of experience	738.00	590.40	51.65	789.65	631.70
	sixth six months of experience	786.40	629.10	55.05	841.45	673.15
	seventh six months of experience	834.30	667.45	58.40	892.70	714.15
	eighth six months of experience	882.75	706.20	61.80	944.55	755.65
	ninth six months of experience	930.70	744.55	65.15	995.85	796.70
	next four months of experience	979.00	783.20	68.55	1047.55	838.05
	Thereafter, the wage specified in (v)(i) i.e.	1027.15	821.70	71.90	1099.05	879.25
(vi)	Supervisor:	1085.85	868.70	76.00	1161.85	929.50
(vii)	Final Examiner of fully-fashioned garments:	1008.40	806.70	70.60	1079.00	863.20
(viii)	Factory Clerk, Despatch Clerk, Stores Clerk:					

**NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY
FOR THE KWAZULU-NATAL REGION (GARMENT KNITTING SECTOR)
FOR THE PERIOD 1 SEPTEMBER 2013 - 31 AUGUST 2014**

WAGES		GROUP A (i.e Employers contributing to the Productivity incentive Scheme)				
DESCRIPTION OF OCCUPATION		Wage rate per week from 01 Sep 2012 to 31 Aug 2013	New Employees on Incentivised Scheme Effective 1 September 2012 = 80%	Across the board increase 7%	Wage rate per week from 01 Sep 2013 to 31 Aug 2014	New Employees on Incentivised Scheme Effective 1 September 2013 = 80%
	(i) Qualified:	987.35	789.90	69.10	1056.45	845.15
	(ii) Learners:					
	first six months of experience	545.35	436.30	38.15	583.50	466.80
	second six months of experience	655.70	524.55	45.90	701.60	561.30
	third six months of experience	766.25	613.00	53.65	819.90	655.90
	next four months of experience	876.95	701.55	61.40	938.35	750.70
	Thereafter, the wage specified in (viii)(i) i.e.	987.35	789.90	69.10	1056.45	845.15
(ix)	Knitting Machine Operator, Warp Knitting Machine Operator; Dyer's Assistant, Colouring Mass-Measurer and/or Cutter or Shaper (Knitting) of fully-fashioned garments, Handyman					
	(i) Qualified:	987.35	789.90	69.10	1056.45	845.15
	(ii) Learners:					
	first six months of experience	545.35	436.30	38.15	583.50	466.80
	second six months of experience	618.80	495.05	43.30	662.10	529.70
	third six months of experience	692.35	553.90	48.45	740.80	592.65
	fourth six months of experience	766.25	613.00	53.65	819.90	655.90
	fifth six months of experience	839.90	671.90	58.80	898.70	718.95
	next four months of experience	913.75	731.00	63.95	977.70	782.15
	Thereafter, the wage specified in (ix)(i) i.e.	987.35	789.90	69.10	1056.45	845.15
(x)	Loader of magazine or comb, Linker, Overlocker other than an overlocker of seconds in socks, Sewing Machinist (Knitting) including a button, buttonhole and hemming machinist, Mender and Plain Sewer:					
	(i) Qualified:	861.50	689.20	60.30	921.80	737.45
	(ii) Learners:					
	first six months of experience	545.35	436.30	38.15	583.50	466.80
	second six months of experience	624.10	499.30	43.70	667.80	534.25
	third six months of experience	703.15	562.50	49.20	752.35	601.90
	next four months of experience	661.70	529.35	46.30	708.00	566.40
	Thereafter, the wage specified in (x)(i) i.e.	861.50	689.20	60.30	921.80	737.45
(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	57.65	881.25	705.00
	(b) exceeds 453,5 kg but not 2 721	972.45	777.95	68.05	1040.50	832.40
	(c) exceeds 2 721 kg but not 4 535	1035.50	828.40	72.50	1108.00	886.40
	(d) exceeds 4 535 kg	1123.70	898.95	78.65	1202.35	961.90
(xii)	Security Officer:	1257.85	1006.30	88.05	1345.90	1076.70
(xiii)	Watchman:	970.75	776.60	67.95	1038.70	830.95

**NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY
FOR THE KWAZULU-NATAL REGION (GARMENT KNITTING SECTOR)
FOR THE PERIOD 1 SEPTEMBER 2013 - 31 AUGUST 2014**

WAGES		GROUP A (i.e Employers contributing to the Productivity incentive Scheme)				
DESCRIPTION OF OCCUPATION		Wage rate per week from 01 Sep 2012 to 31 Aug 2013	New Employees on Incentivised Scheme Effective 1 September 2012 = 80%	Across the board increase 7%	Wage rate per week from 01 Sep 2013 to 31 Aug 2014	New Employees on Incentivised Scheme Effective 1 September 2013 = 80%
(xiv)	Employee not elsewhere specified:					
(i)	Qualified:	1010.65	808.50	70.75	1081.40	865.10
(ii)	Learners:					
	first six months of experience	545.35	436.30	38.15	583.50	466.80
	second six months of experience	661.40	529.10	46.30	707.70	566.15
	third six months of experience	778.10	622.50	54.45	832.55	666.05
	next four months of experience	894.25	715.40	62.60	956.85	765.50
	thereafter, the wage specified in (xiv)(i) i.e.	1010.65	808.50	70.75	1081.40	865.10
(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 calendar, 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 of surplus threads, Folding, Carding and/or Packing, Waxring Maker, Boiler Attendant, Creeler, Despatch Packer, Parcel Maker and Floor Walker/Runner.					
(i)	Qualified:	708.25	566.60	49.60	757.85	606.30
(ii)	Learners:					
	first six months of experience	545.35	436.30	38.15	583.50	466.80
	second six months of experience	599.45	479.55	41.95	641.40	513.10
	third six months of experience	654.25	523.40	45.80	700.05	560.05
	Thereafter, the wage specified in (xv) (i) i.e.	708.25	566.60	49.60	757.85	606.30
(xvi)	Traveller's Assistant, Cloakroom	708.25	566.60	49.60	757.85	606.30
(xvii)	General Worker (Knitting)	822.70	658.15	57.60	880.30	704.25
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 7% Across-the-Board.						

**NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY
FOR THE KWAZULU-NATAL REGION (GARMENT KNITTING SECTOR)
FOR THE PERIOD 1 SEPTEMBER 2013 - 31 AUGUST 2014**

WAGES		GROUP B (i.e Employers NOT contributing to the Productivity incentive Scheme)				
DESCRIPTION OF OCCUPATION		Wage rate per week from 01 Sep 2012 to 31 Aug 2013	New Employees on Incentivised Scheme Effective 1 September 2012 = 80%	Across the Board increase 7%	Wage rate per week from 01 Sep 2013 to 31 Aug 2014	New Employees on Incentivised Scheme Effective 1 September 2013 = 80%
(i)	Foreman:	1575.35	1260.30	110.25	1685.60	1348.50
(ii)	Dyer: (See (iv) below)					
(iii)	Storeman:					
(i)	Qualified:	1516.35	1213.10	106.15	1622.50	1298.00
(ii)	Learners:					
	first six months of experience	547.85	438.30	38.35	586.20	468.95
	second six months of experience	789.90	631.90	55.30	845.20	676.15
	third six months of experience	1032.20	825.75	72.25	1104.45	883.55
	next four months of experience	1274.20	1019.35	89.20	1363.40	1090.70
	Thereafter, the wage specified in (iii)(i) i.e.	1516.35	1213.10	106.15	1622.50	1298.00
(iv)	Mechanic/Dyer:					
(i)	Qualified:	1575.35	1260.30	110.25	1685.60	1348.50
(ii)	Learners:					
	first six months of experience	547.85	438.30	38.35	586.20	468.95
	second six months of experience	650.50	520.40	45.55	696.05	556.85
	third six months of experience	753.25	602.60	52.75	806.00	644.80
	fourth six months of experience	856.05	684.85	59.90	915.95	732.75
	fifth six months of experience	958.95	767.15	67.15	1026.10	820.90
	sixth six months of experience	1061.35	849.10	74.30	1135.65	908.50
	seventh six months of experience	1164.40	931.50	81.50	1245.90	996.70
	eighth six months of experience	1267.10	1013.70	88.70	1355.80	1084.65
	ninth six months of experience	1369.75	1095.80	95.90	1465.65	1172.50
	next four months of experience	1472.75	1178.20	103.10	1575.85	1260.70
	Thereafter, the wage specified in (iv)(i) i.e.	1575.35	1260.30	110.25	1685.60	1348.50
(v)	Mechanic's Assistant:					
(i)	Qualified:	1031.95	825.55	72.25	1104.20	883.35
(ii)	Learners:					
	first six months of experience	547.85	438.30	38.35	586.20	468.95
	second six months of experience	595.75	476.60	41.70	637.45	509.95
	third six months of experience	644.80	515.85	45.15	689.95	551.95
	fourth six months of experience	692.70	554.15	48.50	741.20	592.95
	fifth six months of experience	741.45	593.15	51.90	793.35	634.70
	sixth six months of experience	790.05	632.05	55.30	845.35	676.30
	seventh six months of experience	838.20	670.55	58.65	896.85	717.50
	eighth six months of experience	886.75	709.40	62.05	948.80	759.05
	ninth six months of experience	935.00	748.00	65.45	1000.45	800.35
	next four months of experience	983.45	786.75	68.85	1052.30	841.85
	Thereafter, the wage specified in (v)(i) i.e.	1031.95	825.55	72.25	1104.20	883.35
(vi)	Supervisor:	1090.90	872.70	76.35	1167.25	933.80
(vii)	Final Examiner of fully-fashioned garments:	1013.05	810.45	70.90	1083.95	867.15
(viii)	Factory Clerk, Despatch Clerk, Stores Clerk:					
(i)	Qualified:	991.90	793.50	69.45	1061.35	849.10
(ii)	Learners:					

**NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY
FOR THE KWAZULU-NATAL REGION (GARMENT KNITTING SECTOR)
FOR THE PERIOD 1 SEPTEMBER 2013 - 31 AUGUST 2014**

WAGES		GROUP B (i.e Employers NOT contributing to the Productivity incentive Scheme)					
DESCRIPTION OF OCCUPATION		Wage rate per week from 01 Sep 2012 to 31 Aug 2013	New Employees on Incentivised Scheme Effective 1 September 2012 = 80%	Across the Board increase 7%	Wage rate per week from 01 Sep 2013 to 31 Aug 2014	New Employees on Incentivised Scheme Effective 1 September 2013 = 80%	
	first six months of experience	547.85	438.30	38.35	586.20	468.95	
	second six months of experience	658.80	527.05	46.10	704.90	563.90	
	third six months of experience	769.80	615.85	53.90	823.70	658.95	
	next four months of experience	881.00	704.80	61.65	942.65	754.10	
	Thereafter, the wage specified in (viii)(i) i.e.	991.90	793.50	69.45	1061.35	849.10	
(ix)	Knitting Machine Operator, Warp Knitting Machine Operator, Dyer's Assistant, Colouring Mass-Measurer and/or Cutter or Shaper (Knitting) of fully-fashioned garments, Handyman and Warper:						
	(i) Qualified:	991.90	793.50	69.45	1061.35	849.10	
	(ii) Learners:						
	first six months of experience	547.85	438.30	38.35	586.20	468.95	
	second six months of experience	621.70	497.35	43.50	665.20	532.15	
	third six months of experience	695.55	556.45	48.70	744.25	595.40	
	fourth six months of experience	769.90	615.90	53.90	823.80	659.05	
	fifth six months of experience	843.75	675.00	59.05	902.80	722.25	
	next four months of experience	918.00	734.40	64.25	982.25	785.80	
	Thereafter, the wage specified in (ix)(i) i.e.	991.90	793.50	69.45	1061.35	849.10	
(x)	Loader of magazine or comb, Linker, Overlocker other than an overlocker of seconds in socks, Sewing Machinist (Knitting) including a button, buttonhole and hemming machinist, Mender and Plain						
	(i) Qualified:	865.60	692.50	60.60	926.20	740.95	
	(ii) Learners:						
	first six months of experience	547.85	438.30	38.35	586.20	468.95	
	second six months of experience	627.00	501.60	43.90	670.90	536.70	
	third six months of experience	706.40	565.10	49.45	755.85	604.70	
	next four months of experience	786.10	628.90	55.05	841.15	672.90	
	Thereafter, the wage specified in (x)(i) i.e.	865.60	692.50	60.60	926.20	740.95	
(xi)	Driver of a Motor Vehicle, the unladen mass of which, together with the unladen mass of any trailer or trailers drawn by						
	(a) does not exceed 453,5 kg	827.40	661.90	57.90	885.30	708.25	
	(b) exceeds 453,5 kg but not 2 721 kg	976.90	781.50	68.40	1045.30	836.25	
	(c) exceeds 2 721 kg but not 4 535 kg	1040.30	832.25	72.80	1113.10	890.50	
	(d) exceeds 4 535 kg	1128.90	903.10	79.00	1207.90	966.30	
(xii)	Security Officer:	1263.75	1011.00	88.45	1352.20	1081.75	
(xiii)	Watchman:	975.25	780.20	68.25	1043.50	834.80	
(xiv)	Employee not elsewhere specified:						
	(i) Qualified:	1015.30	812.25	71.05	1086.35	869.10	
	(ii) Learners:						
	first six months of experience	547.85	438.30	38.35	586.20	468.95	
	second six months of experience	664.55	531.65	46.50	711.05	568.85	

**NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY
FOR THE KWAZULU-NATAL REGION (GARMENT KNITTING SECTOR)
FOR THE PERIOD 1 SEPTEMBER 2013 - 31 AUGUST 2014**

WAGES		GROUP B (i.e Employers NOT contributing to the Productivity incentive Scheme)				
DESCRIPTION OF OCCUPATION		Wage rate per week from 01 Sep 2012 to 31 Aug 2013	New Employees on Incentivised Scheme Effective 1 September 2012 = 80%	Across the Board increase 7%	Wage rate per week from 01 Sep 2013 to 31 Aug 2014	New Employees on Incentivised Scheme Effective 1 September 2013 = 80%
	third six months of experience	781.70	625.35	54.70	836.40	669.10
	next four months of experience	898.40	718.70	62.90	961.30	769.05
	thereafter, the wage specified in (xiv)(i) i.e.	1015.30	812.25	71.05	1086.35	869.10
(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 calendar, 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 of surplus threads, Folding, Carding and/or Packing, Waxring Maker, Boiler Attendant, Creeler, Despatch Packer, Parcel Maker and Floor Walker/Runner.					
	(i) Qualified:	711.60	569.30	49.80	761.40	609.10
	(ii) Learners:					
	first six months of experience	547.85	438.30	38.35	586.20	468.95
	second six months of experience	602.25	481.80	42.15	644.40	515.50
	third six months of experience	657.20	525.75	46.00	703.20	562.55
	Thereafter, the wage specified in (xv) (i) i.e.	711.60	569.30	49.80	761.40	609.10
(xvi)	Traveller's Assistant, Cloakroom Supervisor and/or Attendant, Teamaker	711.60	569.30	49.80	761.40	609.10
(xvii)	General Worker (Knitting)	826.55	661.25	57.85	884.40	707.50
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 7% Across-the-Board.						