



NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY

HEAD OFFICE

Address: 7th Floor, Industria House, 350 Victoria Rd, Salt River, 7925
Tel: 021 460 4020 **Fax:** 021 460 4191 **Post:** PO Box 1142, Woodstock 7915 **Website:** www.nbc.org.za

CIRCULAR NO. NBC/03/2011

Telephone Enquiries: Labour Affairs Department

5 October 2011

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

Dear Sir/Madam

INFORMATION CIRCULAR TO THE INDUSTRY FOLLOWING THE 2011 ROUND OF INDUSTRY NEGOTIATIONS

NON-METRO AREAS

1. WAGE INCREASE

The Parties to the National Bargaining Council have concluded a Collective Agreement in terms of which the wage increase for the Non-Metro Areas with effect from **1 September 2011** (The Agreement shall be back dated to 1 September 2011) **shall be R45 per week with effect from 1 September 2011 for the machinists' and general workers' category and 9.2% and 7.8% for all other job categories in Non-Metro A and Non-Metro B respectively and a new category of wage rates** applicable to new employees or those who re-enter after not having been employed in the industry for a period of three years.

The Agreement will be submitted to the Minister of Labour with a request that it be extended to all employers and employees in the Industry, other than those who are party to the Agreement (i.e., to be extended to all Non-Parties).

2. NEW EMPLOYEES SHALL BE PAID A WEEKLY WAGE OF 80% OF THE NORMAL RATE OF PAY SUBJECT TO THE FOLLOWING PROVISIONS:

2.1 New employees shall be paid a weekly wage of 80% of the rate in non-metro and all other areas, subject to the following provisions:

2.1.1 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 period of 3 years.

- 2.1.2 The provision is only applicable to compliant companies.
- 2.1.3(a) The new entry-level wage provision will continue in force and effect as an industry-wide provision after the *31st August 2014* if there has been an increase in employee strength of compliant employers in the industry of at least 15% as at *31st March 2014*, monitored on a bi-annual basis.
- 2.1.3(b) The bi-annual benchmark monitoring shall be measured against the following schedule of new employment growth:
- | | |
|-------------------|--------------|
| 1 March 2012: | 3% increase |
| 1 September 2012: | 6% increase |
| 1 March 2013: | 9% increase |
| 1 September 2013: | 12% increase |
| 1 March 2014: | 15% increase |
- 2.1.4 It is only applicable to those compliant companies who were in existence and operational as at 1 June 2011.
- 2.1.5 All other provisions of the main agreement shall be applicable to new employees.
- 2.1.6 The closed shop shall be applicable to all new employees.
- 2.1.7(a) The employee strength to determine whether or not there has been an increase in employee strength will be measured by comparing the employee strength of compliant employers whose businesses are registered with the bargaining council on the *1st June 2011, as per clause 2.1.3, and* to that of the employee strength of compliant employers whose businesses are registered with the bargaining council on the *31st March 2014, i.e. a period of 30 months following the implementation of this Agreement.*
- (b) In the event that the employee strength does not increase as per the provisions of this *Agreement* and more specifically, the provisions of *Clause 2.1.3* above, the provisions of the new-entry wage provision will terminate.
- 2.1.7(c) Upon such termination of the application of the new entry level wage provision, the wages of all employees earning the new-entry wage will be increased to the full applicable gazetted wage for all job categories from the first pay week following the *31st August 2014*, unless the parties during the 2014/2015 round of annual or other negotiations agree otherwise or agree to an alternative to address any further job losses or the absence of job growth in the industry.
- 2.1.8 Employers shall not embark on retrenchment exercises, where the intent of such retrenchment is to employ employees at the rates specified in sub-clause 2.1.3 (a) above.
- 2.1.9 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.
- 2.1.10 Qualified employees shall be employed at the qualified new entry rate, subject to sub-clause 2.1.1.
- 2.1.11 Effective *1st September 2011*, 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.

3. NEW CEILING WAGE RATES

The new ceiling rates are as follows:

Area	Period commencing 1 September 2011 to 31 August 2012		
	ANNUAL	MONTHLY	WEEKLY
Magisterial Districts of Camperdown, uMzinto, Paarl, Stellenbosch and Uitenhage	R81 048.72	R6 754.06	R1 558.75
All other Areas	R69 414.72	R5 784.56	R1 335.00

4. BARGAINING COUNCIL LEVY

The revised Bargaining Council Levy payable shall be as follows:

Payable by THE EMPLOYER:

Calculated at 0.47% of a qualified machinist's rate of pay in "other areas" as defined in the attached wage schedule (This equates to R2.51 with effect from 1 September 2011)

Payable by THE EMPLOYEE by means of a deduction from an employee's wages:

Calculated at 0.37% of a qualified machinist's rate of pay in "other areas" (This equates to R1.98 and with effect from 1 September 2011)

5. SACTWU HIV/AIDS PROJECT

The HIV/AIDS contribution **payable by the Employer only** remains unchanged at 33 cents per employee per week.

6. TRADE UNION DEDUCTIONS

The Trade Union subscription rate for its members has changed to 1% of the member's basic wage rate but with a new *minimum* of **R6.60** per week and a new *maximum* of **R12.15** per week, effective 1 September 2011.

The contribution rate towards its funeral scheme remains unchanged at **R1,80** per week, bringing the total new minimum to **R8.40** per week (i.e. **the R6.60 plus the R1,80**) and the total new maximum to **R13.95** per week (i.e. **the R12.15 plus the R1.80**). The Trade Union has sent out a separate notice in this regard, in August this year.

7. DEVELOPMENTAL MATTERS

With regard to the developmental matters set out in the 2011/2012 wage agreement, the parties agree to the following:

7.1. To establish a task team whose work will be conducted under the auspices of a Senior Commissioner appointed by the Commission for Conciliation, Mediation and Arbitration (CCMA) to consider and explore consensus between the parties on the following developmental matters:

7.1.1 The wage differential between metro and non-metro (wage model),

7.1.2 maternity payment benefits for non-metro areas,

7.1.3 modernisation of the collective agreement to achieve a national collective agreement this to include revision of job categories, review of the piece work provision as per the non-metro agreement;

7.1.4 family responsibility leave provisions;

- 7.1.5 roll out of primary health care facilities to non-metro areas;
 - 7.1.6 terms (duration and proportion to permanent employees to contract employees) applicable to contract employees;
 - 7.1.7 conversion of current sick pay provision where applicable to the BCEA provisions as per the provisions of the Western Cape collective agreement;
 - 7.1.8. The terms of an extended (duration) wage agreement.
- 7.2. The parties endeavour to complete work on the developmental matters by 31st March 2012, provided that this time frame may be extended by mutual agreement or where the facilitator requires the parties to do so.
- 7.3 In the event that the parties are unable to reach agreement on any of the developmental matters, it is agreed that the facilitator will be required to make a written recommendation on such matters.
- 7.4. In the event that the facilitators' recommendations are not accepted by any party, the parties shall have the right to table such matters during the 2012/2013, or any future round of substantive negotiations.
- 7.5 All CCMA member companies shall implement the closed shop with effect from 1 September 2011, where it has not yet been implemented.

8. **PRODUCTIVITY AND TRAINING INSTITUTE**

The parties hereby agree to:

- 8.1 Establish a new training and productivity entity for the industry;
- 8.2. Establish a representative working group whose initial mandate is to meet sufficiently often enough in order to conclude an agreement on the role, structure, budget and source/s of funding for such an entity;
- 8.3. Jointly approach the relevant Sector Education and Training Authorities (SETA), the Department of Trade and Industry (DTI), the Government's newly established job fund,) and any other potential relevant national and international source of funding to seek financial and other support and assistance for the establishment and functioning of such an industry training and productivity entity.

9. **NBC WEBSITE (www.nbc.org.za)**

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

10. **SCOPE OF THIS CIRCULAR**

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

- (i) In the Province of the Eastern Cape -
 - (aa) Port Elizabeth, including that portion of Hankey which, prior to the publication of Government Notice No. 1515 of 4 October 1963, fell within the Magisterial District of Port Elizabeth, including that portion which was transferred by the publication of Government Notice No. 1687 of 5 September 1975 to Uitenhage and excluding that portion of Hankey which was transferred by Government Notice No. 1974 of 26 September 1980 to Port Elizabeth; and
 - (bb) East London, including that portion which was transferred to Mdantsane by Government

Notice No. 1481 of 27 August 1971, excluding those portions of the Ciskei that were transferred to East London by Government Notice No. 1877 of 4 September 1981 and Government Notice No. 1079 of 10 June 1988 and including that portion that was transferred to Ciskei by Government Notice No. 2354 of 5 October 1990.

- (ii) In the Province of Kwazulu-Natal -
The Magisterial Districts of Chatsworth, Durban, Inanda, Lower Tugela, Pietermaritzburg and Pinetown;
- (iii) In the Province of the Free State -
The Magisterial Districts of Bloemfontein, Frankfort, Kroonstad, Parys and Vredefort;
- (iv) In the Province of the Northern Cape -
The Magisterial District of Kimberley;
- (v) In the Province of Gauteng, but only in as much as in respect of garment knitting establishments which fall within the scope of application of the Main Collective Agreement for the Northern Region (Knitting) is concerned -

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

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

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

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

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

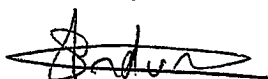
	Chamber Name	Street & Postal Address	Tel.	Fax
Provinces of the Free State, Gauteng, Limpopo, Mpumalanga, North West and the 13 x Magisterial Districts of Barkly West, Gordonia, Hartswater, Hay, Herbert, Hopetown, Kenhardt, Kimberley, Kuruman, Phillipstown, Postmasburg, Prieska and Warrenton, falling within the northern half of the Northern Cape Province.	Northern Chamber	1 st Floor, Garment Centre 148 Kerk Street Johannesburg 2001	011 402 2737	011 402 7375
	Labour Affairs Manager: Carmen Jeftha cjeftha@cibc.co.za	P O Box 5101 Johannesburg 2000		
	----- Bloemfontein Branch Office (branch of the Northern Chamber) Regional Inspector: Frans Lubbe frans4@mweb.co.za	Ground Floor, Tourism Centre, Willows Park Road, WILLOWS, Bloemfontein P O Box 20272 WILLOWS Bloemfontein 9320	051 447 0197	051 447 0059
PHUTHADITJHABA, QWA-QWA (Branch Office of the Northern Chamber) Admin Assistant: Evodia Qokweni	Office 112 New Naledi Mall Mampoi Street PHUTHADITJHABA 9866	058 713 3561	058 713 3596	

	Chamber Name	Street & Postal Address	Tel.	Fax
	evodiag@mweb.co.za			
KwaZulu-Natal Province	KwaZulu-Natal Chamber Labour Affairs Manager: Michael Seocharan /R oshin Ramsumer michael.kzn@nbc.org.za roshin.kzn@nbc.org.za ----- Ladysmith Branch Office (branch of the KZN Chamber): Ladysmith.kzn@nbc.org.za Newcastle Branch Office (branch of the KZN Chamber): Newcastle.kzn@nbc.org.za	127/129 Magwaza Maphalala Street (Gale Street) Umbilo Durban 4001 P O Box 18354 Dalbridge 4014 ----- Shop 11, 26 King Street Ladysmith 3370 3 Murchison Street Newcastle	031 362 0729 ----- 036 635 3144 ----- 034 326 4912	031 307 6716 ----- 036 635 3145 ----- 034 326 4916
Western Cape Province, Eastern Cape Province and the 13 x Magisterial Districts of Britstown, Calvinia, Camarvon, Colesberg, De Aar, Fraserburg, Hanover, Namaqualand, Noupoot, Richmond, Sutherland, Victoria West and Williston, falling within the southern half of the Northern Cape Province.	Cape Chamber Labour Affairs Manager: Carmen Jetha cjetha@cibc.co.za	Industria House 350 Victoria Road Salt River 7925 P O Box 1142 Woodstock 7915	021 460 4000	021 447 0628

11. **Other Conditions**

All other previously agreed terms and conditions shall remain in force and effect, unless agreed otherwise through collective bargaining between the parties at NBC level.

Yours faithfully



S D NDUNA
GENERAL SECRETARY



NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY

HEAD OFFICE

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INFORMATION SCHEDULE FOR THE NON-METRO AREAS ONLY

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

DEDUCTIONS EFFECTIVE FROM 1 SEP 2011 TO 31 AUG 2012

COUNCIL LEVIES	PROVIDENT FUND	SACTWU SUBS. <i>(for Union members ONLY)</i>	SACTWU HIV/AIDS PROJECT
<p>Payable by THE EMPLOYER:</p> <p>Calculated at 0.47% of a qualified machinist's rate of pay in "other areas" as defined in the attached wage schedule (This equates to R2.51 with effect from 1 September 2011)</p>	<p>In respect of each employee who has worked 9 ordinary hours or more during any pay week (<i>applicable in respect of all members of the PF, i.e. members earning within the ceiling rate as well as those members earning above the ceiling rate if they are existing members as at 31 Aug 11</i>):</p>	<p>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 R8.40 per week, and a maximum of R13.95 per week.</p>	<p>33 cents per employee per week</p> <p style="text-align: center;">Payable by EMPLOYER ONLY</p>
<p>Payable by THE EMPLOYEE by means of a deduction from an employee's wages:</p> <p>Calculated at 0.37% of a qualified machinist's rate of pay in "other areas" (This equates to R1.98 with effect from 1 September 2011)</p>	<p>Payable by EMPLOYER 4,0% of the wage of each employee (Refer Council Circular No NBC/03/2006 dd 12 Sep 06 for blanket exemption granted for a reduction of R1.21 pw) and 4,0% of the wage payable by the EMPLOYEE by means of a deduction from the employee's wages (provided that this has already been confirmed in a plant level ballot)</p>	<p style="text-align: center;">AGENCY FEE</p> <p>1% of each individual's basic weekly wage with a minimum of R6.60 per week, and a maximum of R12.15 per week</p>	
<p>Payable i.r.o. employees earning up to R1 558.75 p.w. or R6 754.06 p.m. or R81 048.72 annually in the Magisterial Districts of Camperdown, uMzinto, Paarl, Stellenbosch and Uitenhage and R1 335.00 p.w. or R5 784.56 p.m. or R69 414.72 annually for all other areas for the period 1 September 2011 to 31 August 2012.</p>			

ALL ESTABLISHMENT FALLING UNDER THE KZN CHAMBER TO NOTE THAT PROVIDENT FUND PAYMENTS ARE DUE TO THE BARGAINING COUNCIL BY THE 10TH DAY OF THE ENSUING MONTH AND ALL OTHER PAYMENTS ARE DUE BY THE 14TH DAY OF THE ENSUING MONTH INTO THE RESPECTIVE BANKING ACCOUNTS SHOWN BELOW:

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

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

	PAYABLE TO:	PAYMENT METHOD :
Council Levies Medical Benefit Society Contributions Sick Pay Fund Contributions Industry Protection Fund Provident Fund Contributions Agency Shop Fee SACTWU Subscriptions, Bursary Fund & HIV/AIDS Project Contributions	The Secretary National Bargaining Council for the Clothing Manufacturing Industry (Northern Areas Chamber) P O Box 5101 Johannesburg 2000	Cheques payable to: NBC Clothing – Northern Areas OR direct deposit into bank account, as follows: Bank: Nedbank Branch: Siemert Road Branch Code: 19 23 05 Account No: 1923053833
PROVIDENT FUND CONTRIBUTIONS – to be paid directly into the Provident Fund Bank Account as Provided	The Principal Officer National Bargaining Council for the Clothing Manufacturing Industry (Northern Areas Chamber) P O Box 5101 Johannesburg 2000	Cheques payable to: Clothing Industry (Northern Chamber) Provident Fund. OR direct deposit into bank account, as follows: Bank: Standard Bank Branch: Johannesburg Branch Branch Code: 00020500 Account No: 000038628

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

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

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

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

**NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY
NON-METRO COLLECTIVE AGREEMENT**

NEW WAGE RATES NEGOTIATED BY THE PARTIES FOR THE PERIOD 1 SEPTEMBER 2011 TO 31 AUGUST 2012

Category/Occupation	In the Magisterial Districts of Camperdown, uMzinto, Paarl, Stellenbosch and Uitenhage				In all other Areas			
	Wage Rate pw	Increase	Wage Rate pw	New Employees 80%	Wage Rate pw	Increase	Wage Rate pw	New Employees 80%
	01 Jan 2011 to 31 Aug 2011	7.80% <small>(R45 wef 1 Sep 11 for Machinists and General Workers)</small>	01 Sep 2011 to 31 Aug 2012		01 Jan 2011 to 31 Aug 2011	9.20% <small>(R45 wef 1 Sep 11 for Machinists and General Workers)</small>	01 Sep 2011 to 31 Aug 2012	
Category A								
0 - 6 months	479.00	45.00	524.00	419.00	418.00	45.00	463.00	370.50
Thereafter	522.50	45.00	567.50	454.00	451.00	45.00	496.00	397.00
Category B								
0 - 6 months	477.50	45.00	522.50	418.00	416.50	45.00	461.50	369.00
7 - 12 months	508.00	45.00	553.00	442.50	439.00	45.00	484.00	387.00
13 - 18 months	538.50	45.00	583.50	467.00	461.00	45.00	506.00	405.00
Thereafter	578.50	45.00	623.50	499.00	489.00	45.00	534.00	427.00
Category C								
0 - 6 months	504.50	39.35	544.00	435.00	426.50	39.24	465.50	372.50
7 - 12 months	565.00	44.07	609.00	487.00	469.00	43.15	512.00	409.50
13 - 18 months	625.00	48.75	674.00	539.00	513.00	47.20	560.00	448.00
19 - 22 months	684.50	53.39	738.00	590.50	560.00	51.52	611.50	489.00
Thereafter	744.00	58.03	802.00	641.50	607.50	55.89	663.50	531.00
Category D								
0 - 6 months	504.50	39.35	544.00	435.00	426.50	39.24	465.50	372.50
7 - 12 months	549.00	42.82	592.00	473.50	458.50	42.18	500.50	400.50
13 - 18 months	608.50	47.46	656.00	525.00	490.50	45.13	535.50	428.50
19 - 22 months	637.50	49.73	687.00	549.50	523.00	48.12	571.00	457.00
Thereafter	730.00	56.94	787.00	629.50	597.00	54.92	652.00	521.50
Category E								
0 - 6 months	534.50	41.69	576.00	461.00	448.00	41.22	489.00	391.00
7 - 12 months	605.00	47.19	652.00	521.50	499.50	45.95	545.50	436.50
13 - 18 months	685.00	53.43	738.50	591.00	561.00	51.61	612.50	490.00
19 - 22 months	764.50	59.63	824.00	659.00	625.00	57.50	682.50	546.00
Thereafter	851.00	66.38	917.50	734.00	692.00	63.66	755.50	604.50
Band Knife Cutter								
0 - 6 months	481.50	37.56	519.00	415.00	409.50	37.67	447.00	357.50
7 - 12 months	526.50	41.07	567.50	454.00	441.50	40.62	482.00	385.50
13 - 18 months	569.50	44.42	614.00	491.00	473.50	43.56	517.00	413.50
19 - 22 months	617.00	48.13	665.00	532.00	507.50	46.69	554.00	443.00
Thereafter	689.00	53.74	742.50	594.00	564.50	51.93	616.50	493.00
Clerical								
0 - 6 months	496.00	38.69	534.50	427.50	420.00	38.64	458.50	367.00
7 - 12 months	552.50	43.10	595.50	476.50	461.00	42.41	503.50	403.00
13 - 18 months	598.00	46.64	644.50	515.50	494.00	45.45	539.50	431.50
Thereafter	701.00	54.68	755.50	604.50	573.00	52.72	625.50	500.50
Assistant Head Cutter	822.50	64.16	886.50	709.00	670.50	61.69	732.00	585.50
Head Cutter	1013.50	79.05	1092.50	874.00	822.00	75.62	897.50	718.00
Foreperson	899.00	70.12	969.00	775.00	757.50	69.69	827.00	661.50
Watchperson	595.00	46.41	641.50	513.00	491.50	45.22	536.50	429.00
Driver 1 (454kg)	562.50	43.88	606.50	485.00	468.00	43.06	511.00	409.00
Driver 2 (454 - 2722kg)	609.50	47.54	657.00	525.50	502.00	46.18	548.00	438.50
Driver 3 (2722 - 4540kg)	700.00	54.60	754.50	603.50	572.50	52.67	625.00	500.00
Driver 4 (4540kg)	833.50	65.01	898.50	719.00	679.00	62.47	741.50	593.00