



# NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY

## HEAD OFFICE

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

Tel: 021 460 4000 Fax: 021 460 4191 Post: PO Box 1142, Woodstock 7915 Website: www.nbc.org.za

### CIRCULAR NO. NBC/04/2013

Telephone Enquiries: Labour Affairs Department

18 September 2013

**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 2013 ROUND OF INDUSTRY NEGOTIATIONS***

#### **NON-METRO AREAS**

The Agreement will be submitted to the Minister of Labour with a request that it be extended to employers and employees in the Industry, i.e. to all Non-Parties.

Details of the negotiated settlement in respect of the Non-Metro Areas (Part I of the Council's National Main Collective Agreement) are set out below.

**NB: The South African Clothing Manufacturers Association has not signed the Agreement.**

#### **1. WAGE INCREASE**

The National Bargaining Council has concluded a Collective Agreement in terms of which the wage increase for the Non-Metro Areas with effect from **1 September 2013, shall be R58.50 per week** rounded off to the nearest 50 cents, **for all job categories including new wage rates** applicable to the new employees on the Incentivised Wage Scheme which became effective from 1 September 2013.

#### **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 1<sup>st</sup> 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. NEW CEILING WAGE RATES

The new ceiling rates are as follows:

Area	Period commencing 1 September 2013 to 31 August 2014		
	ANNUAL	MONTHLY	WEEKLY
Magisterial Districts of Camperdown, uMzinto, Paarl, Stellenbosch and Uitenhage	R95 512.00	R7, 876.00	R1 817.50
All other Areas	R82 888.00	R6 907.50	R1 594.00

### 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 **R3.00** with effect from 1 September 2013).

**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 **R2.36** and with effect from 1 September 2013).

### 5. SACTWU HIV/AIDS PROJECT

The HIV/AIDS contribution **payable by the Employer increased to 40 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 **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 this regard, in **September** this year.

### 7. COMPLIANCE PROMOTION

7.1 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 7.2 below.

- 7.2 All companies described in 7.1 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.
- 7.3 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.
- 7.4 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.
- 7.5 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.
- 7.6 At every future meeting of the NBC, each party shall make one practical concrete suggestion on how to further promote compliance in the industry.
- 7.7 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.
- 7.8 Nothing in the agreement shall have the effect of downward migration of conditions of employment for any current employee.
- 7.9 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.

## **8. STRENGTHENING THE NBC**

- 8.1 The parties commit to take such steps as may be necessary to strengthen the work, operations, services and structures of the NBC.
- 8.2 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.
- 8.3 The employer parties to this agreement undertake to use their best endeavours to grow employer representivity within the NBC.
- 8.4 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.

## **9. 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.

## **10. BACKPAY**

- 10.1 The parties agree that it is desirous 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.

10.2 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.

103 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”.

## 11. SCHEDULE OF DEDUCTIONS

A revised schedule of weekly deductions and contributions is enclosed.

## 12. 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.

### 13. **NBC WEBSITE ([www.nbc.org.za](http://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.

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:

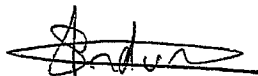
	Chamber Name	Street & Postal Address	Tel.	Fax
Provinces of the Free State, Gauteng, Limpopo, Mpumalanga, North West and the 13 x Magisterial Districts of Barkly West, Gordonia, Hartswater, Hay, Herbert, Hopetown, Kenhardt, Kimberley, Kuruman, Phillipstown, Postmasburg, Prieska and Warrenton, falling within the northern half of the Northern Cape Province.	<b>Northern Chamber</b>	1 <sup>st</sup> Floor, Garment Centre 148 Kerk Street Johannesburg 2001	011 402 2737	011 402 7375
	Regional Secretary Ashley Jackson <a href="mailto:ajackson@cibc.co.za">ajackson@cibc.co.za</a>	P O Box 5101 Johannesburg 2000		
	Bloemfontein Branch Office (branch of the Northern Chamber) Regional Inspector: Frans Lubbe <a href="mailto:frans4@mweb.co.za">frans4@mweb.co.za</a>	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 <a href="mailto:evodiaq@mweb.co.za">evodiaq@mweb.co.za</a>	Office 112 New Naledi Mall Mampoi Street PHUTHADITJHABA 9866	058 713 3561	058 713 3596
KwaZulu-Natal Province	<b>KwaZulu-Natal Chamber</b>	127/129 Magwaza Maphalala Street (Gale Street) Umbilo Durban 4001	031 362 0729	031 307 6716
	Labour Affairs Manager: Michael Seocharan /Roshin Ramsumer  <a href="mailto:michael.kzn@nbc.org.za">michael.kzn@nbc.org.za</a> <a href="mailto:roshin.kzn@nbc.org.za">roshin.kzn@nbc.org.za</a>	P O Box 18354 Dalbridge 4014		
	Ladysmith Branch Office (branch of the KZN Chamber): <a href="mailto:Ladysmith.kzn@nbc.org.za">Ladysmith.kzn@nbc.org.za</a>	Shop 11, 26 King Street Ladysmith 3370	036 635 3144	036 635 3145
	Newcastle Branch Office	2 Murchison Street	034 326 4912	034 326 4916

	Chamber Name	Street & Postal Address	Tel.	Fax
	(branch of the KZN Chamber): <a href="mailto:Newcastle.kzn@nbc.org.za">Newcastle.kzn@nbc.org.za</a>	Newcastle		
Western Cape Province, Eastern Cape Province and the 13 x Magisterial Districts of Britstown, Calvinia, Carnarvon, Colesberg, De Aar, Fraserburg, Hanover, Namaqualand, Noupoot, Richmond, Sutherland, Victoria West and Williston, falling within the southern half of the Northern Cape Province.	<b>Cape Chamber</b> Labour Affairs Manager: Carmen Jeftha <a href="mailto:CJeftha@cibc.co.za">CJeftha@cibc.co.za</a>	Industria House 350 Victoria Road Salt River 7925  P O Box 1142 Woodstock 7915	021 460 4000	021 447 0628

#### 14. Other Conditions

- 14.1 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.
- 14.2 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 faithfully



**S D NDUNA**  
**GENERAL SECRETARY**



# NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY

## HEAD OFFICE

**Address:** 7th Floor, Industria House, 350 Victoria Rd, Salt River, 7925  
**Tel:** 021 460 4000 **Fax:** 021 460 4191 **Post:** PO Box 1142, Woodstock 7915 **Website:** www.nbc.org.za

### 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 2013 TO 31 AUG 2014

COUNCIL LEVIES	PROVIDENT FUND	SACTWU SUBS. CLOSED SHOP	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 R3.00 with effect from 1 September 2013)</p>	<p>In respect of each employee who has worked 9 ordinary hours or more during any pay week (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 13):</p>	<p>1% of each employee'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.</p>	<p>40 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 R2.36 with effect from 1 September 2013)</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>Payable i.r.o. employees earning up to R1 817.50 p.w. or R7 876.00 p.m. or R95 512.00 annually in the Magisterial Districts of Camperdown, uMzinto, Paarl, Stellenbosch and Uitenhage and R1 594.00 p.w. or R6, 907.50 p.m. or R82, 888.00 annually for all other areas for the period 1 September 2013 to 31 August 2014.</p>			

**ALL ESTABLISHMENT FALLING UNDER THE KZN CHAMBER TO NOTE THAT ALL CONTRIBUTIONS ARE DUE BY THE 10<sup>TH</sup> DAY OF THE ENSUING MONTH:**

	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</p> <p>4014</p>	<p>Cheques payable to: NBC Clothing – KwaZulu-Natal OR</p> <p>direct deposit into bank account, as follows:</p> <p>Bank: Standard Bank Branch: Glenwood Branch Code: 042526</p> <p>Acc No: 051836750</p>
SACTWU Subscriptions, Bursary Fund & HIV/AIDS Project Contributions		



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

	<b>PAYABLE TO:</b>	<b>PAYMENT METHOD :</b>
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	<b>Cheques payable to:</b> <b>NBC Clothing – Northern Areas</b> <b>OR</b> <b>direct deposit into bank account, as follows:</b> <b>Bank: Nedbank</b> <b>Branch: Siemert Road</b> <b>Branch Code: 19 52 05</b>  <b>Account No: 1923053833</b>
<b>PROVIDENT FUND CONTRIBUTIONS – to be paid directly into the Provident Fund Bank Account as Provided</b>	The Principal Officer National Bargaining Council for the Clothing Manufacturing Industry (Northern Areas Chamber) P O Box 5101 Johannesburg 2000	<b>Cheques payable to:</b> <b>Clothing Industry (Northern Chamber) Provident Fund.</b> <b>OR</b> <b>direct deposit into bank account, as follows:</b> <b>Bank: Standard Bank</b> <b>Branch: Johannesburg Branch</b> <b>Branch Code: 00020500</b>  <b>Account No: 000038628</b>

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

	<b>ADDRESSED TO:</b>	<b>PAYMENT METHOD :</b>
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	<b>Cheques payable to:</b> <b>NBC Clothing – Western Cape</b> OR direct deposit into bank account, as follows: <b>Bank: Standard Bank</b> <b>Branch: Thibault Square</b> <b>Branch Code: 020 909</b>  <b>Acc No: 07 122 315 0</b>
<b>PROVIDENT FUND CONTRIBUTIONS</b>  Employer and employee provident fund contributions are to be paid into the Provident Fund Bank Account as Provided.	<b>ADDRESSED TO:</b>  The Regional Secretary National Bargaining Council for the Clothing Manufacturing Industry (Western Cape Sub Chamber) P O Box 1142 Woodstock 7915	<b>PAYMENT METHOD :</b>  <b>Cheques payable to:</b> <b>Cape Clothing Industry Provident Fund</b> OR direct deposit into bank account, as follows: <b>Bank: Standard Bank</b> <b>Branch: Victoria Road</b> <b>Branch Code: 020 909</b>  <b>Acc No: 07 122 3169</b>

**ALL ESTABLISHMENT FALLING UNDER THE CAPE CHAMBER (EASTERN CAPE REGION) TO NOTE THAT PROVIDENT FUND PAYMENTS ARE DUE TO THE BARGAINING COUNCIL BY THE 7<sup>TH</sup> DAY OF THE ENSUING MONTH AND ALL OTHER PAYMENTS ARE DUE BY THE 14<sup>TH</sup> 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: <b>NBC Clothing – Eastern Cape Sub- Office</b> OR direct deposit into bank account, as follows: <b>Bank: Standard Bank</b> <b>Branch: North End</b> <b>Branch Code: 00217</b>  <b>Account No: 80512542</b>
<b>Supplementary Benefits Fund / Clothing Industry Welfare Fund</b>	The Regional Secretary National Bargaining Council for the Clothing Manufacturing Industry (Cape Chamber) P O Box 1142, Woodstock, 7915	Cheques payable to: <b>NBC Clothing – Clothing Industry Welfare Fund Account</b> OR direct deposit into bank account, as follows: <b>Bank: Standard Bank</b> <b>Branch: Thibault Square</b> <b>Branch Code: 020 909</b> <b>Account No: 07 1150986</b>
<b>Provident Fund Contributions</b>  <b>EASTERN CAPE Non-Metro Provident Fund</b> Contributions must be paid to: <b>Cape Clothing Industry Provident Fund</b> OR direct deposit into bank account, as follows: <b>Bank: Standard Bank</b> <b>Branch: Victoria Road</b> <b>Branch Code: 020 909</b> <b>Acc No: 07 122 3169</b>	Absa Consultants & Actuaries P O Box 577 Port Elizabeth 6000	Cheques payable to: <b>Clothing Industry Provident Fund</b> <b>OR</b> direct deposit into bank account, as follows: <b>Bank: ABSA Bank</b> <b>Branch: Santyger</b> <b>Branch Code: 632 356</b>  <b>Account No: 407 435 7534</b>
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 MAIN COLLECTIVE AGREEMENT FOR THE NON-METRO AREAS - NEW WAGE RATES  
NEGOTIATED BY THE PARTIES FOR THE PERIOD 01 SEPTEMBER 2013 TO 31 AUGUST 2014

Category / Occupation	In the Magisterial Districts of Camperdown, uMzinto, Paarl, Stellenbosch and Uitenhage (Non-Metro A)					All Other Areas (Non-Metro B)				
	Wage rate per week from 01 Sep 2012 to 31 Aug 2013	New Employees on Incentivised Scheme Effective 1 September 2012 = 80%	Increase R58.50 Across-the-Board	Wage rate per week from 01 Sep 2013 to 31 Aug 2014	New Employees on Incentivised Scheme Effective 1 September 2013 = 80%	Wage rate per week from 01 Sep 2012 to 31 Aug 2013	New Employees on Incentivised Scheme Effective 1 September 2012 = 80%	Increase of 71% (R58.50) of KZN Machinist Rate Across-the-Board	Wage rate per week from 01 Sep 2013 to 31 Aug 2014	New Employees on Incentivised Scheme Effective 1 September 2013 = 80%
<b>Category A</b>										
0 - 6 months	569.00	455.00	58.50	627.50	502.00	508.00	406.50	58.50	566.50	453.00
Thereafter	612.50	490.00	58.50	671.00	537.00	541.00	433.00	58.50	599.50	479.50
<b>Category B</b>										
0 - 6 months	567.50	454.00	58.50	626.00	501.00	506.50	405.00	58.50	565.00	452.00
7 - 12 months	598.00	478.50	58.50	656.50	525.00	529.00	423.00	58.50	587.50	470.00
13 - 18 months	628.50	503.00	58.50	687.00	549.50	551.00	441.00	58.50	609.50	487.50
Thereafter	668.50	535.00	58.50	727.00	581.50	579.00	463.00	58.50	637.50	510.00
<b>Category C</b>										
0 - 6 months	589.00	471.00	58.50	647.50	518.00	510.50	408.50	58.50	569.00	455.00
7 - 12 months	654.00	523.00	58.50	712.50	570.00	557.00	445.50	58.50	615.50	492.50
13 - 18 months	719.00	575.00	58.50	777.50	622.00	605.00	484.00	58.50	663.50	531.00
19 - 22 months	783.00	626.50	58.50	841.50	673.00	656.50	525.00	58.50	715.00	572.00
Thereafter	847.00	677.50	58.50	905.50	724.50	708.50	567.00	58.50	767.00	613.50
<b>Category D</b>										
0 - 6 months	589.00	471.00	58.50	647.50	518.00	510.50	408.50	58.50	569.00	455.00
7 - 12 months	637.00	509.50	58.50	695.50	556.50	545.50	436.50	58.50	604.00	483.00
13 - 18 months	701.00	561.00	58.50	759.50	607.50	580.50	464.50	58.50	639.00	511.00
19 - 22 months	732.00	585.50	58.50	790.50	632.50	616.00	493.00	58.50	674.50	539.50
Thereafter	832.00	665.50	58.50	890.50	712.50	697.00	557.50	58.50	755.50	604.50
<b>Category E</b>										
0 - 6 months	621.00	497.00	58.50	679.50	543.50	534.00	427.00	58.50	592.50	474.00
7 - 12 months	697.00	557.50	58.50	755.50	604.50	590.50	472.50	58.50	649.00	519.00
13 - 18 months	783.50	627.00	58.50	842.00	673.50	657.50	526.00	58.50	716.00	573.00
19 - 22 months	869.00	695.00	58.50	927.50	742.00	727.50	582.00	58.50	786.00	629.00
Thereafter	962.50	770.00	58.50	1 021.00	817.00	800.50	640.50	58.50	859.00	687.00
<b>Band Knife Cutter</b>										
0 - 6 months	564.00	451.00	58.50	622.50	498.00	492.00	393.50	58.50	550.50	440.50
7 - 12 months	612.50	490.00	58.50	671.00	537.00	527.00	421.50	58.50	585.50	468.50
13 - 18 months	659.00	527.00	58.50	717.50	574.00	562.00	449.50	58.50	620.50	496.50
19 - 22 months	710.00	568.00	58.50	768.50	615.00	599.00	479.00	58.50	657.50	526.00
Thereafter	787.50	630.00	58.50	846.00	677.00	661.50	529.00	58.50	720.00	576.00
<b>Clerical</b>										
0 - 6 months	579.50	463.50	58.50	638.00	510.50	503.50	403.00	58.50	562.00	449.50
7 - 12 months	640.50	512.50	58.50	699.00	559.00	548.50	439.00	58.50	607.00	485.50
13 - 18 months	689.50	551.50	58.50	748.00	598.50	584.50	467.50	58.50	643.00	514.50
Thereafter	800.50	640.50	58.50	859.00	687.00	670.50	536.50	58.50	729.00	583.00
<b>Assistant Head</b>	931.50	745.00	58.50	990.00	792.00	777.00	621.50	58.50	835.50	668.50
<b>Head Cutter</b>	1 137.50	910.00	58.50	1 196.00	957.00	942.50	754.00	58.50	1 001.00	801.00
<b>Foreperson</b>	1 014.00	811.00	58.50	1 072.50	858.00	872.00	697.50	58.50	930.50	744.50
<b>Watchperson</b>	686.50	549.00	58.50	745.00	596.00	581.50	465.00	58.50	640.00	512.00
<b>Driver 1 (454kg)</b>	651.50	521.00	58.50	710.00	568.00	556.00	445.00	58.50	614.50	491.50
<b>Driver 2 (454 - 2722kg)</b>	702.00	561.50	58.50	760.50	608.50	593.00	474.50	58.50	651.50	521.00
<b>Driver 3 (2722 - 4540kg)</b>	799.50	639.50	58.50	858.00	686.50	670.00	536.00	58.50	728.50	583.00

NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY MAIN COLLECTIVE AGREEMENT FOR THE NON-METRO AREAS - NEW WAGE RATES  
 NEGOTIATED BY THE PARTIES FOR THE PERIOD 01 SEPTEMBER 2013 TO 31 AUGUST 2014

Category / Occupation	In the Magisterial Districts of Camperdown, uMzinto, Paarl, Stellenbosch and Uitenhage (Non-Metro A)					All Other Areas (Non-Metro B)				
	Wage rate per week from 01 Sep 2012 to 31 Aug 2013	New Employees on Incentivised Scheme Effective 1 September 2012 = 80%	Increase R58.50 Across-the-Board	Wage rate per week from 01 Sep 2013 to 31 Aug 2014	New Employees on Incentivised Scheme Effective 1 September 2013 = 80%	Wage rate per week from 01 Sep 2012 to 31 Aug 2013	New Employees on Incentivised Scheme Effective 1 September 2012 = 80%	Increase of 71% (R58.50) of KZN Machinist Rate Across-the-Board	Wage rate per week from 01 Sep 2013 to 31 Aug 2014	New Employees on Incentivised Scheme Effective 1 September 2013 = 80%
Driver 4 (4540kg)	943.50	755.00	58.50	1 002.00	801.50	786.50	629.00	58.50	845.00	676.00
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 R58.50 in Non-Metro-A and in Non-Metro B Across-the-Board.										