



NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY

HEAD OFFICE

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CIRCULAR NO. NBC/04/2014

Telephone Enquiries: Labour Affairs Department

23 September 2014

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 2014 ROUND OF INDUSTRY NEGOTIATIONS

NON-METRO AREAS

The Parties to the National Bargaining Council have concluded a Collective Agreement and this circular summarises the outcome of the Industry negotiations.

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

Party companies are automatically covered by the terms of the signed Agreement.

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

1. INCREASE TO TOTAL LABOUR COST

NON-METRO "A" AREAS

The increase to total labour cost for all current employees (inclusive of those previous employees who rejoin the industry after less than 3 years' absence from the industry) shall be 8%, of which 7.5% shall be allocated as a wage increase and the balance of 0.5% goes towards the annual bonus for each of the job categories prescribed for these areas, with effect from 1 September 2014, rounded to the nearest 50 cents. The increase shall be back-dated to 1 September 2014 and back pay will be due.

The annual bonus entitlement will increase from 1% to 1.5% of an employee's annual prescribed wage.

NON-METRO "B" AREAS

The wage increase shall be R67.50 per week for a machinist-and-above job categories and R60 per week for all other job categories, with effect from 1 September 2014, with a further 0.5% allocated to

improve the annual bonus. All other employer contributions shall increase by a total labour cost increase of 8%.

The increase shall be back-dated to 1 September 2014 and back pay will be due. The new wage schedule for the first year of the Agreement, incorporating the new wage rates after the 2014/2015 agreed increases, is attached.

For the second year of the agreement, a further total labour cost increase of CPI plus 1% shall become applicable with effect from 1 September 2015, provided that this "second year" total labour cost increase shall not exceed 8.5%, failing which the parties shall re-commence substantive negotiations to determine the settlement for the 2015 improvements in substantive conditions of employment. The wage- and deduction schedules for this period (2nd year of the Agreement) will be circulated once the information relating to the CPI as mentioned above, is known.

In the event of CPI plus 1% for the second year of the agreement resulting in the total labour cost increase being less than the rand wage increases for this year, the adjustment shall be the rand equivalent of the 2014 total labour cost increase.

For the purpose of the immediate previous paragraph of this sub-clause, CPI shall refer to the CPI as at November 2014.

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 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 gazetted 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. The parties have now agreed to the terms of the national framework agreement for the incentivised wage component.
- 2.4 The incentivised wage provisions of the agreement are 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 incentivised wage provisions of the agreement are 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.

The parties will explore further mechanisms which will protect current companies and current employees in the event of it being agreed that the incentivised wage 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.
- 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 all the subsequent annual increases due, 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 retrospectively from 1 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 negotiated as part of the Party-to-Party Agreement and/or gazetted and become applicable to the affected employee's job category after such date of retrenchment.
- 2.13 The Parties have negotiated 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. Companies who qualify for the provisions of clause 2 of this agreement and who wish to implement it shall have a 2 months period to conclude plant-level incentive arrangements in terms of the provisions of the national framework agreement, which national framework agreement is attached as Annexure A hereto.
- 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 Further provisions for the introduction of plant level incentivised wage arrangements are set out in an annexure to this year's wage agreement. A copy of that annexure is attached hereto for your information and records.

3. COMPLIANCE PROMOTION

- 3.1 At every future meeting of the NBC, each party shall make one practical concrete suggestion on how to further promote compliance in the industry.
- 3.2 The NBC's 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.
- 3.3 Nothing in the agreement shall have the effect of downward migration of conditions of employment for any current employee.
- 3.4 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. NEW CEILING WAGE RATES

The new ceiling rates are as follows:

Area	Period commencing 1 September 2014 to 31 August 2015		
	ANNUAL	MONTHLY	WEEKLY
Magisterial Districts of Camperdown, uMzinto, Paarl, Stellenbosch and Uitenhage	R101 610.00	R8 467.50	R1 954.00
All other Areas	R91 650.00	R7 637.50	R1 762.50

5. CONTRIBUTIONS

5.1 Provident Fund

Employer Contribution Rate:

The **Employer's** contribution rate to the Provident Fund **remains unaltered at 4%** of the weekly wage rate, which rate is based on an employee's actual basic wage.

Employee Contribution Rate:

The **Employees'** contribution rate to the Provident Fund **remains unaltered at 4%**, which rate is based on an employee's actual basic wage (provided this has been confirmed in a plant level ballot in terms of clause 13 of the 2007/2008 substantive agreement).

5.2 Bargaining Council Levy

The percentage of the Bargaining Council Levy payable by the employer **remains unaltered at 0.47%** of a qualified machinist's rate of pay in "other areas", and this equates to **R3.31** per employee per week, with effect from 1 September 2014.

The percentage of the Bargaining Council Levy payable by the employee **remains unchanged at 0.37%** of a qualified machinist's rate of pay in "other areas", and this equates to **R2.61** per employee per week with effect from 1 September 2014.

5.3 SACTWU HIV/AIDS Project

The HIV/AIDS contribution **payable by the Employer increases to 43 cents** per employee per week.

6. TRADE UNION DEDUCTIONS

The **Trade Union Subscription** rate for its members changes to 1% of the member's basic wage rate with a *new minimum* of **R7.65** per week and a *new maximum* of **R14.05** per week, effective 1 September 2014, together with the funeral scheme contribution of R1,80 per week which remains unchanged, bringing the **total new minimum** to **R9.45** per week (i.e. the R7.65 plus the R1,80) and the **total new maximum** to **R15.85** per week (i.e. the R14.05 plus the R1,80). The Trade Union has sent out a separate notice in this regard, in September this year. Companies are to ensure that the correct union fee deductions are implemented and transmitted to the Bargaining Council as part of your monthly returns.

NB: For all Non-Union Members, an Agency Fee deduction of 1% of the basic weekly wage with a minimum of **R7.65** per week and a maximum of **R14.05** per week is applicable. Companies are to ensure that the correct agency fee deductions are implemented and transmitted to the Bargaining Council as part of your monthly returns.

7. STRENGTHENING THE NBC

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

8. BACKPAY

- 8.1 The Parties agree that all employers in the industry should implement the terms of this agreement, backdated to its effective date, especially regarding (but not restricted to) the implementation of the wage increases consented to in this agreement.
- 8.2 The NBC is required, as soon as possible after the effective date of this agreement but no longer than 4 weeks after the gazettal date, to conduct an industry survey to determine the extent of implementation of the wage increases envisaged in this agreement.
- 8.3 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 of the Durban qualified machinist’s rate, for non-metro areas with effect from 1 September each year”.

9. OTHER CONDITIONS

- 9.1 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.
- 9.2 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.
- 9.3 All other unresolved matters as identified in the plenary sessions of this year’s substantive negotiations are referred for further bilateral discussions between the Parties.
- 9.4 The Parties agree to support the establishment of a Fashion Council and undertake to progress discussions on the details of such a Fashion Council, with a view to conclude it prior to the expiry date of this agreement.

10. SCHEDULE OF DEDUCTIONS

A revised schedule of weekly deductions and contributions is enclosed.

11. 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 EXcluding 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.

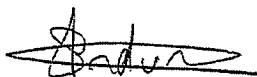
12. NBC WEBSITE (www.nbc.org.za)

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.

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 Regional Secretary Ashley Jackson ajackson@cibc.co.za	1 st Floor, Garment Centre 148 Kerk Street Johannesburg 2001 P O Box 5101 Johannesburg 2000	011 402 2737	011 402 7375
	Bloemfontein Branch Office (branch of the Northern Chamber) Regional Inspector: Frans Lubbe FLubbe@cibc.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 QwaQwa@cibc.co.za	Office 112 New Naledi Mall Mampoi Street PHUTHADITJHABA 9866	058 713 3561	058 713 3596
KwaZulu-Natal Province	KwaZulu-Natal Chamber Labour Affairs Manager: Michael Seocharan /Roshin Ramsumer michael.kzn@nbc.org.za roshin.kzn@nbc.org.za	127/129 Magwaza Maphalala Street (Gale Street) Umbilo Durban 4001 P O Box 18354 Dalbridge 4014	031 362 0700	031 307 6716
	Ladysmith Branch Office (branch of the KZN Chamber): Ladysmith.kzn@nbc.org.za	Shop 11, 26 King Street Ladysmith 3370	036 635 3144	036 635 3145
	Newcastle Branch Office (branch of the KZN Chamber): Newcastle.kzn@nbc.org.za	2 Murchison Street Newcastle	034 326 4912	034 326 4916
Western Cape Province, Eastern Cape Province and the 13 x Magisterial Districts of Britstown, Calvinia, Carnarvon, Colesberg, De Aar, Fraserburg, Hanover, Namaqualand, Noupoort, 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

Yours faithfully



S D NDUNA
GENERAL SECRETARY

INCENTIVISED WAGE NATIONAL FRAMEWORK AGREEMENT

Subject to the terms of the 2014/2016 main substantive agreement to which this annexure is attached taking precedence of interpretation, the following provisions of the incentivised wage national framework agreement shall be applicable:

1. Introduction and key principles

- 1.1 This Framework Agreement is intended to be of an enabling nature and to provide for maximum flexibility for plant level incentive schemes to be concluded on a unique and case-by-case basis. This does not preclude companies from sharing information and implementing similar incentive schemes should that be desirable.
- 1.2 The overall objective of the incentivised wage dispensation is to improve company level productivity and competitiveness.
- 1.3 The incentivised wage scheme(s) will operate in addition to current company production (or related) incentive schemes. It shall not replace current schemes already in operation at plant level, unless this is expressly agreed to at plant level.
- 1.4 The guaranteed wage rate shall be supplemented with an incentivised wage component which shall allow new employees to earn up to 100% or more of the gazetted 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 1st September 2012, once a national framework agreement covering governing the incentive portion has been agreed.
- 1.5 Incentive Schemes should be as simple as possible, both to comprehend and to administer.

2. Employee protection

- 2.1 The incentive scheme(s) at plant level shall not be used as a disciplinary tool or measure. The schemes shall operate separate and distinct from company disciplinary procedures and management disciplinary measures.
- 2.2 Events outside the control of the company shall not prejudice employees provided that the principle of earnings for time

worked and earnings for performance achieved shall apply, subject to the relevant provisions of the Main Agreement.

- 2.3 The provisions of clause 2.2 above shall also apply in respect of protected strike action and shop stewards' authorised time off.

3. Plant Level Incentive Schemes

- 3.1 The proposed incentive schemes contemplated herein shall be drafted by management, then consulted on with the shop stewards and thereafter forwarded to the trade union for its consideration. It then needs to be finally agreed between the parties and upon agreement, must be implemented in consultation with shop stewards at plant level.
- 3.2 Incentive schemes shall not operate to give effect to any downward variation of employment standards or conditions of employment as provided for in the bargaining council's Main Agreement.
- 3.3 The provisions of all incentive schemes shall be reduced to writing, signed by management as well as the relevant branch, regional or national union official and submitted to the Bargaining Council for registration, within one week of its conclusion.
- 3.4 Incentive schemes shall be time bound and reviewed at the end of the agreed period of its operation.
- 3.5 The panel of experts to be appointed by the parties may also be consulted at the expense of the party concerned to provide guidance and offer advice in respect of the design and operation of any plant level incentive scheme.

4. Deadlock-breaking Mechanism

- 4.1 A panel of experts shall be appointed by the parties to the 2014/16 Substantive Agreement. Such appointees shall be knowledgeable in the field of clothing production and objective evaluation performance management- and reward systems.
- 4.2 The panel of experts shall be fairly spread across the registered scope of the bargaining council, wherever possible.
- 4.3 As provided for in clause 4.16 of the 2014/2016 Substantive Agreement, the deadlock breaking mechanism for the implementation of the incentive component at plant level shall in the first instance consist of a facilitation process by a member or members drawn from the panel of experts.

- 4.4 If the matter under consideration is not resolved as per sub-clause 4.3 above, the panellist(s) involved shall submit an advisory award to the leadership of the relevant employer and the trade union for their consideration.
- 4.5 Should the affected parties not agree to the advisory award recommendations and are unable to resolve their disagreements, the deadlock breaking mechanism shall be either binding interest arbitration by agreement, or any other deadlock breaking mechanism as agreed between the affected parties.
- 4.6 The provisions of sub-clauses 4.3 and 4.4 above shall also apply in respect of any dead-lock regarding the review of plant level incentive schemes as contemplated in clause 3.4 above.
- 4.7 Should the parties be unable to finalise agreement on the deadlock breaking mechanism for the national framework agreement by the time of signature of the main substantive agreement (envisaged for 15 September 2014), the parties agree to provide for a final extended opportunity to finalise this matter within two (2) weeks from the date of signing this agreement, failing which the provision of sub-clause 4.14 above will become effective.

5. Dispute Resolution

- 5.1 Should any dispute arise at plant level relating to the interpretation and/or application of any provision of an incentive scheme under this Framework Agreement, the dispute resolution provisions of the bargaining council constitution and/or Main Agreement shall apply.
- 5.2 Any referral of a dispute as contemplated in terms of sub-clause 5.1 above shall be conciliated and/or arbitrated by a member of the panel of experts, unless otherwise agreed between the disputing parties.

6. Reporting and Administration

- 6.1 Companies participating in this dispensation shall be required to report on a six monthly basis to the bargaining council in respect of the staff contemplated in clause 1.4 above.
- 6.2 Such report shall cover at least the following matters:
- Number of employees on scheme
 - Trends in overall employment in the company
 - Single or multi-factor productivity (OR OTHER) improvements

- Average earnings of those in the scheme as a percentage of the full guaranteed bargaining council agreement rates

6.3 The trade union shall be entitled to all information related to a plant level incentive scheme.

7. Qualification and Commencement of Plant Level consultation

Companies who qualify under the provisions of clause 4 of the 2014/2016 Substantive Agreement and who decide to utilise it, shall have 2 full calendar months (“the prescribed period”) to conclude plant level incentive arrangements, time effective as follows:

For companies which have not yet employed employees on the incentivised wage scheme: from the date of employment of any employee employed in terms of the provisions of clause of the 2014/2016 agreement or from the date of notice to the trade union of intention to employ (whichever occurs first), and

For all other companies: with effect from 15 September 2014, unless a longer period is agreed by the trade union.

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NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY

HEAD OFFICE

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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 2014 TO 31 AUG 2015

COUNCIL LEVIES	PROVIDENT FUND	SACTWU SUBS. CLOSED SHOP	SACTWU HIV/AIDS PROJECT	ANNUAL BONUS
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 R3.31 with effect from 1 September 2014)	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 14</i>):	1% of each employee's basic weekly wage plus an additional R1.80 per week towards the Sactwu funeral scheme with a minimum of R9.45 per week, and a maximum of R15.85 per week.	43 cents per employee per week Payable by EMPLOYER ONLY	1.5% of annual basic prescribed wage Payable by EMPLOYER ONLY
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 R2.61 with effect from 1 September 2014)	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 this has been confirmed in a plant level ballot in terms of clause 13 of the 2007/2008 substantive agreement)			
	Payable i.r.o. employees earning up to R1 954.00 p.w. or R8 467.50 p.m. or R101 610.00 annually in the Magisterial Districts of Camperdown, uMzinto, Paarl, Stellenbosch and Uitenhage and R1 762.50 p.w. or R7 637.50 p.m. or R91 650.00 annually for all other areas for the period 1 September 2014 to 31 August 2015.			

ALL ESTABLISHMENT FALLING UNDER THE KZN CHAMBER TO NOTE THAT ALL CONTRIBUTIONS ARE DUE BY THE 10TH DAY OF THE 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: Glenwood Branch Code: 042526 Acc No: 051836750
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: Glenwood 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 52 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 MAIN COLLECTIVE AGREEMENT FOR THE NON-METRO AREAS - NEW WAGE RATES
 NEGOTIATED BY THE PARTIES FOR THE PERIOD 01 SEPTEMBER 2014 TO 31 AUGUST 2015

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 2013 to 31 Aug 2014	New Employees on Incentivised Scheme Effective 1 September 2013 = 80%	7.5% increase	Wage per week from 1 Sep 2014 to 31 Aug 2015	New Employees on Incentivised Scheme Effective 1 September 2014 = 80%	Wage rate per week from 01 Sep 2013 to 31 Aug 2014	New Employees on Incentivised Scheme Effective 1 September 2013 = 80%	Increase of 73% (R67.50) of KZN Machinist rate Across the Board (Except for Category A)	Wage per week from 1 Sep 2014 to 31 Aug 2015	New Employees on Incentivised Scheme Effective 1 September 2014 = 80%	
Category A											
0 - 6 months	627.50	502.00	47.00	674.50	539.50	566.50	453.00	60.00	626.50	501.00	
Thereafter	671.00	537.00	50.50	721.50	577.00	599.50	479.50	60.00	659.50	527.50	
Category B											
0 - 6 months	626.00	501.00	47.00	673.00	538.50	565.00	452.00	67.50	632.50	506.00	
7 - 12 months	656.50	525.00	49.00	705.50	564.50	587.50	470.00	67.50	655.00	524.00	
13 - 18 months	687.00	549.50	51.50	738.50	591.00	609.50	487.50	67.50	677.00	541.50	
Thereafter	727.00	581.50	54.50	781.50	625.00	637.50	510.00	67.50	705.00	564.00	
Category C											
0 - 6 months	647.50	518.00	48.50	696.00	557.00	569.00	455.00	67.50	636.50	509.00	
7 - 12 months	712.50	570.00	53.50	766.00	613.00	615.50	492.50	67.50	683.00	546.50	
13 - 18 months	777.50	622.00	58.50	836.00	669.00	663.50	531.00	67.50	731.00	585.00	
19 - 22 months	841.50	673.00	63.00	904.50	723.50	715.00	572.00	67.50	782.50	626.00	
Thereafter	905.50	724.50	68.00	973.50	779.00	767.00	613.50	67.50	834.50	667.50	
Category D											
0 - 6 months	647.50	518.00	48.50	696.00	557.00	569.00	455.00	67.50	636.50	509.00	
7 - 12 months	695.50	556.50	52.00	747.50	598.00	604.00	483.00	67.50	671.50	537.00	
13 - 18 months	759.50	607.50	57.00	816.50	653.00	639.00	511.00	67.50	706.50	565.00	
19 - 22 months	790.50	632.50	59.50	850.00	680.00	674.50	539.50	67.50	742.00	593.50	
Thereafter	890.50	712.50	67.00	957.50	766.00	755.50	604.50	67.50	823.00	658.50	
Category E											
0 - 6 months	679.50	543.50	51.00	730.50	584.50	592.50	474.00	67.50	660.00	528.00	
7 - 12 months	755.50	604.50	56.50	812.00	649.50	649.00	519.00	67.50	716.50	573.00	
13 - 18 months	842.00	673.50	63.00	905.00	724.00	716.00	573.00	67.50	783.50	627.00	
19 - 22 months	927.50	742.00	69.50	997.00	797.50	786.00	629.00	67.50	853.50	683.00	
Thereafter	1 021.00	817.00	76.50	1 097.50	878.00	859.00	687.00	67.50	926.50	741.00	
Band Knife Cutter											
0 - 6 months	622.50	498.00	46.50	669.00	535.00	550.50	440.50	67.50	618.00	494.50	
7 - 12 months	671.00	537.00	50.50	721.50	577.00	585.50	468.50	67.50	653.00	522.50	
13 - 18 months	717.50	574.00	54.00	771.50	617.00	620.50	496.50	67.50	688.00	550.50	
19 - 22 months	768.50	615.00	57.50	826.00	661.00	657.50	526.00	67.50	725.00	580.00	
Thereafter	846.00	677.00	63.50	909.50	727.50	720.00	576.00	67.50	787.50	630.00	
Clerical											
0 - 6 months	638.00	510.50	48.00	686.00	549.00	562.00	449.50	67.50	629.50	503.50	
7 - 12 months	699.00	559.00	52.50	751.50	601.00	607.00	485.50	67.50	674.50	539.50	
13 - 18 months	748.00	598.50	56.00	804.00	643.00	643.00	514.50	67.50	710.50	568.50	
Thereafter	859.00	687.00	64.50	923.50	739.00	729.00	583.00	67.50	796.50	637.00	
Assistant Head	990.00	792.00	74.50	1 064.50	851.50	835.50	668.50	67.50	903.00	722.50	
Head Cutter	1 196.00	957.00	89.50	1 285.50	1 028.50	1 001.00	801.00	67.50	1 068.50	855.00	
Foreperson	1 072.50	858.00	80.50	1 153.00	922.50	930.50	744.50	67.50	998.00	798.50	
Watchperson	745.00	596.00	56.00	801.00	641.00	640.00	512.00	67.50	707.50	566.00	
Driver 1 (454kg)	710.00	568.00	53.50	763.50	611.00	614.50	491.50	67.50	682.00	545.50	
Driver 2 (454 - 2722kg)	760.50	608.50	57.00	817.50	654.00	651.50	521.00	67.50	719.00	575.00	
Driver 3 (2722 - 4540kg)	858.00	686.50	64.50	922.50	738.00	728.50	583.00	67.50	796.00	637.00	

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 2014 TO 31 AUGUST 2015

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 2013 to 31 Aug 2014	New Employees on Incentivised Scheme Effective 1 September 2013 = 80%	7.5% increase	Wage per week from 1 Sep 2014 to 31 Aug 2015	New Employees on Incentivised Scheme Effective 1 September 2014 = 80%	Wage rate per week from 01 Sep 2013 to 31 Aug 2014	New Employees on Incentivised Scheme Effective 1 September 2013 = 80%	Increase of 73% (R67.50) of KZN Machinist rate Across the Board (Except for Category A)	Wage per week from 1 Sep 2014 to 31 Aug 2015	New Employees on Incentivised Scheme Effective 1 September 2014 = 80%
Driver 4 (4540kg)	1 002.00	801.50	75.00	1 077.00	861.50	845.00	676.00	67.50	912.50	730.00
NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with effect from 1 September 2014, increase the Weekly Wage for those employees by the agreed Wage Increase of 7.5% in Non-Metro A and in Non-Metro B R67.50 of KZN Machinist Rate Across-the-Board (Except for Category A where R60.00 applies).										