



NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY

CAPE CHAMBER

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

Tel: 021 460 4000 Fax: 021 447 0628 Post: P O Pox 1142, Woodstock 7915 Website: www.nbc.org.za

INFORMATION SCHEDULE

CLOTHING, GARMENT KNITTING, HOSIERY AND MILLINERY SECTORS

DEDUCTIONS AND CONTRIBUTIONS DUE TO THE CAPE CHAMBER OF THE COUNCIL, ITS FUNDS AND THE TRADE UNION

(NOT applicable to employers & employees who are subject to the provisions of Part I of the Council's National Main Collective Agreement pertaining to the Non-Metro Areas)

CONTRIBUTIONS EFFECTIVE FROM 1 SEPTEMBER 2019 TO 31 AUGUST 2020

Payable in respect of employees earning up to R2 614.00/week or R11 327.50/month

COUNCIL LEVIES	PROVIDENT FUND (PF) <i>Payable in respect of all members of the PF, i.e. members earning within the ceiling rate, and those members earning above these rates if they are members as at 31 Aug 19</i>		INDUSTRY PROTECTION FUND	SACTWU CONTRIBUTIONS		COLLECTIVE BARGAINING & DISPUTE RESOLUTION LEVY
	Deductions from EMPLOYEES' Wages	Payable by EMPLOYER only		Deductions from EMPLOYEES' Wages	Payable by EMPLOYER only	
<p>An amount equal to 0.32% of each employee's basic wages per week Payable by the EMPLOYER Up to a maximum of R4.89</p> <p>and</p> <p>0.22% of each employee's basic wages per week payable by means of a deduction from the EMPLOYEE'S wages Up to a maximum of R3.05</p>	<p>6,03% of each individual contributor's actual basic wage rate with a maximum of R157.62 per week</p>	<p>6.75% of each individual contributor's actual basic wage rate with a maximum of R176.44 per week</p>	<p>31 cents per employee per week Payable by the EMPLOYER</p> <p>-----</p> <p>12 cents per week Payable by means of a deduction from the EMPLOYEE'S wages</p>	<p><u>Trade Union Subscription</u> 1% of each individual Trade Union member's basic wage rate plus R2.00 with a total minimum of R12.45 per week and a total maximum of R21.15 per week OR</p> <p><u>Agency Fee iro non-Trade Union Employees</u> 1% of each NON Trade Union member's basic wage rate with a minimum of R10.45 per week and a maximum of R19.15 per week</p>	<p><u>Capacity Building Fund</u> 55 cents per employee per week</p> <p><u>HIV/AIDS Project</u> 70 cents per employee per week</p> <p><u>SACTWU Bursary Fund</u> 47 cents p.w i.r.o. each Trade Union member</p>	<p>Payable only by EMPLOYERS who are not members of the Cape Clothing Association</p> <p>40 or fewer employees: Lump sum of R187.27 p.m. (incl VAT)</p> <p>or</p> <p>more than 40 employees: R3.85 per employee p.m. plus VAT on total</p>

HEALTH CARE FUND

Contribution has increased equivalent to the average awarded percentage increase i.e 6.97%

WAGE GROUPS		EMPLOYEE AND EMPLOYER CONTRIBUTIONS PER WAGE GROUP		
Weekly	Monthly	Dependants	Employee	Employer
R850.00 – R1 375.50	R3 683.50 – R5 960.50	Without dependants	R37.83	R12.69
		With dependants	R43.64	
R1 375.51 – R2 614.00	R5 960.51–R11 327.50	Without dependants	R40.30	R15.14
		With dependants	R48.59	



MEMBERS IN EXCESS

R2 614.01 – R 2 654.00	R11 327.50 – R11 500.50 (continue to be members)	Without dependants	R42.69	R16.52
		With dependants	R51.71	
	R11 327.50 – R11 500.50 (exempted in)	Without dependants	R49.43	R28.20
		With dependants	R58.46	
R2 654.01 and over	R11 500.51 and over (continue to be members)	Without dependants	R85.28	R28.20
		With dependants	R106.13	
	R11 500.51 and over (exempted in)	Without dependants	R91.01	R28.20
		With dependants	R111.89	

PAYMENTS TO THE CAPE CHAMBER DUE BY 14TH DAY OF ENSUING MONTH:

LEVY PAYMENTS EXCLUDING PROVIDENT FUND

	ADDRESSED TO:	PAYMENT METHOD :
Council Levies	The Regional Secretary National Bargaining Council for the Clothing Manufacturing Industry (Cape Chamber) P O Box 1142 Woodstock 7915	<u>Cheques payable to:</u> 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
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		

PROVIDENT FUND PAYMENTS

PROVIDENT FUND CONTRIBUTIONS	ADDRESSED TO:	PAYMENT METHOD :
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 (Cape Chamber) P O Box 1142 Woodstock 7915	<u>Cheques payable to:</u> Cape Clothing Industry Provident Fund OR direct deposit into bank account, as follows: Bank: Standard Bank Branch: Thibault Square Branch Code: 020 909 Acc No: 07 122 3169

