



# 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

### DEDUCTION SCHEDULE

#### WESTERN CAPE COUNTRY AREAS (GEORGE AND WORCESTER)

#### 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 R1 978.00 p.w. or R8 571.50 p.m						
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 already members as at 31 Aug 19</i>		INDUSTRY PROTECTION FUND	SACTWU CONTRIBUTIONS		COLLECTIVE BARGAINING DISPUTE RESOLUTION LEVY
	<i>Deductions from EMPLOYEES' Wages</i>	<i>Payable by EMPLOYER only</i>		<i>Deductions from EMPLOYEES' Wages</i>	<i>Payable by EMPLOYER only</i>	
<p><b>An amount equal to</b></p> <p><b>0.4%</b> of each employee's wages per week Payable by the EMPLOYER <b>Up to a maximum of R4.80</b></p> <p><b>and</b></p> <p><b>0.3%</b> of each employee's wages per week payable by means of a deduction from the EMPLOYEE'S wages <b>Up to a maximum of R3.31</b></p>	<p><b>6,03%</b> of each individual contributor's actual basic wage rate with a maximum of <b>R119.27</b> per week</p>	<p><b>6.75%</b> of each individual contributor's actual basic wage rate with a maximum of <b>R133.51</b> per week</p>	<p><b>31 cents</b> per week Payable by the EMPLOYER</p> <p>-----</p> <p><b>12 cents</b> per week Payable by means of a deduction from the EMPLOYEE'S wages</p>	<p><b>Trade Union Subscription</b></p> <p>1% of each individual Trade Union member's basic wage rate <b>plus R2.00</b> with a total minimum of <b>R12.45</b> per week and a total maximum of <b>R21.15</b> per week <b>or</b></p> <p><b>Agency Fee iro non-Trade Union Employees</b></p> <p>1% of each <b>NON</b> Trade Union member's basic wage rate with a minimum of <b>R10.45</b> per week and a maximum of <b>R19.15</b> per week</p>	<p><b>Capacity Building Fund</b> <b>60 cents</b> per employee per week</p> <p><b>HIV/AIDS Project</b> <b>70 cents</b> per employee per week</p> <p><b>SACTWU Bursary Fund</b> <b>45 cents p.w</b> 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 <b>R196.14</b> p.m. (incl VAT)</p> <p><b>or</b></p> <p>more than 40 employees: <b>R4.03</b> per employee p.m. plus VAT on total</p>

#### PAYMENTS TO THE CAPE CHAMBER DUE BY 14<sup>TH</sup> DAY OF ENSUING MONTH:

	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-union employees), Bursary Fund, Capacity Building Fund & HIV/AIDS Project Contributions	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 – Western Cape</b> OR direct deposit into bank account, as follows: <b>Bank: Standard Bank</b> <b>Branch: Thibault Square</b> <b>Branch Code: 02 09 09</b> <b>Acc No: 07 122 315 0</b>

#### PAYMENTS TO THE CAPE CHAMBER DUE BY 14<sup>TH</sup> DAY OF ENSUING MONTH:

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	Cheques payable 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: 02 09 09</b> <b>Acc No: 07 122 3169</b>