



# 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 2022 TO 31 AUGUST 2023

Payable in respect of employees earning up to R3022.00/week or R13 095.50/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 August 2022</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 <b>0.32%</b> of each employee's basic wages per week Payable by the EMPLOYER <b>Up to a maximum of R5.65</b></p> <p>and <b>0.22%</b> of each employee's basic wages per week payable by means of a deduction from the EMPLOYEE'S wages <b>Up to a maximum of R3.52</b></p>	<p><b>6,03%</b> of each individual contributor's actual basic wage rate with a maximum of <b>R182.22</b> per week</p>	<p><b>6.75%</b> of each individual contributor's actual basic wage rate with a maximum of <b>R203.99</b> per week</p>	<p><b>35 cents</b> per employee per week Payable by the EMPLOYER</p> <p>-----</p> <p><b>13 cents</b> per week Payable by means of a deduction from the EMPLOYEE'S wages</p>	<p><u>Trade Union Subscription</u> <b>1%</b> of each individual Trade Union member's basic wage rate <b>plus R2.75</b> with a total minimum of <b>R14.77</b> per week and a total maximum of <b>R24.78</b> per week <b>OR</b></p> <p><u>Agency Fee iro non-Trade Union Employees</u> <b>1%</b> of each <b>NON</b> Trade Union member's basic wage rate with a minimum of <b>R12.02</b> per week and a maximum of <b>R22.03</b> per week</p>	<p><u>Capacity Building Fund</u> <b>63 cents</b> per employee per week</p> <p><u>HIV/AIDS Project</u> <b>81 cents</b> per employee per week</p> <p><u>SACTWU Bursary Fund</u> <b>55cents p.w</b> i.r.o. each Trade Union member</p>	<p>Payable only by EMPLOYERS who are not members of the South African Apparel Association</p> <p>40 or fewer employees: Lump sum of <b>R216.53</b> p.m. (incl VAT)</p> <p>or</p> <p>more than 40 employees: <b>R4.44</b> per employee p.m. plus VAT on total</p>

#### HEALTH CARE FUND

Employer contribution has increased equivalent to the awarded increase i.e 7%

WAGE GROUPS		EMPLOYEE AND EMPLOYER CONTRIBUTIONS PER WAGE GROUP		
Weekly	Monthly	Dependants	Employee	Employer
R985.50 – R1 590.50	R4 263.50 – R6 892.50	Without dependants	R43.73	R14.67
		With dependants	R50.45	
R1 590.51 – R3 022.00	R6 892.51 – R13 095.50	Without dependants	R46.60	R17.51
		With dependants	R56.18	



## MEMBERS IN EXCESS

<b>R3 022.01 – R3 068.00</b> and over	<b>R13 095.51 – R13 294.50</b> (continue to be members)	Without dependants	<b>R49.36</b>	<b>R19.10</b>
		With dependants	<b>R59.78</b>	
	<b>R13 095.51 – R13 294.50</b> (exempted in)	Without dependants	<b>R57.15</b>	<b>R32.60</b>
		With dependants	<b>R67.59</b>	
<b>R3 068.01</b> and over	<b>R13 294.51 and over</b> (continue to be members)	Without dependants	<b>R98.60</b>	<b>R32.60</b>
		With dependants	<b>R122.71</b>	
	<b>R13 294.51 and over</b> (exempted in)	Without dependants	<b>R105.22</b>	<b>R32.60</b>
		With dependants	<b>R129.36</b>	

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

#### LEVY PAYMENTS EXCLUDING PROVIDENT FUND

	ADDRESSED TO:	PAYMENT METHOD :
Council Levies	<b>The Regional Secretary National Bargaining Council for the Clothing Manufacturing Industry (Cape Chamber) P O Box 1142 Woodstock 7915</b>	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>
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 :
<b>Employer and employee Provident Fund contributions are to be paid into the Provident Fund Bank Account as Provided.</b>	<b>The Regional Secretary National Bargaining Council for the Clothing Manufacturing Industry (Cape Chamber) P O Box 1142 Woodstock 7915</b>	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 3169</b>

