



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

CIRCULAR NO. CC/04/24

04 September 2024

Telephone Enquiries : Labour Affairs Department

TO : ALL EMPLOYERS SUBJECT TO PART G OF THE COUNCIL'S NATIONAL MAIN COLLECTIVE AGREEMENT (**COUNTRY AREAS**) WITHIN THE CAPE CHAMBER OF THE NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY)

Dear Sir/Madam

INFORMATION CIRCULAR TO THE INDUSTRY FOLLOWING THE 2024 ROUND OF NEGOTIATIONS

MAGISTERIAL DISTRICTS OF GEORGE & WORCESTER ONLY

The Parties to the National Bargaining Council have concluded a **two year** Collective Agreement in terms of which the total labour cost increase for all "Metro" regions amounts to 6.5% with effect from 1 September 2024, for the 1st year of the agreement. For the 2nd year of the agreement, a further total labour cost increase of CPI plus 1% provided that in the event of CPI plus 1% resulting in the total labour cost increase being less than the rand value increase for 2024, the adjustment shall be the rand equivalent of the 2024 total labour cost increase. Should the CPI plus 1% for the second year 2025, exceed this, the parties shall renegotiate the total labour cost quantum.

This circular summarises the outcome of the Industry negotiations.

The Amending Agreement which reflects the new conditions 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 Western Cape Country Areas (Part G of the Council's National Main Collective Agreement are set out below.

1. INCREASE TO TOTAL LABOUR COST

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 **6.5%**, for each of the job categories prescribed for these areas with effect from **1 September 2024, rounded** to the nearest 50 cents. The new wage schedules incorporating the new wage rates after the **2024/2025** agreed increases are attached.

Please note that there are **two** enclosed sets of **Wage Schedules, Group A & Group B**, one applicable to those companies that **HAVE** registered a productivity agreement with the Bargaining Council, another applicable to those companies that **HAVE NOT** registered a productivity agreement and a **new category of wage rates** applicable to the new employees on the Incentivised Wage Scheme effective from 1 September 2024.

2. NEW CEILING WAGE RATE

The scope of the Cape Country Areas part of the Main Agreement will be adjusted to raise the ceiling wage rate as follows :

Period: 1 September 2024 to 31 August 2025		
ANNUAL	MONTHLY PAID	WEEKLY PAID
R134 916.00	R11 243.00	R2 594.50

3. CONTRIBUTIONS

3.1 Provident Fund

Employer Contribution Rate:

The **Employer's** contribution rate to the Provident Fund **remains unaltered** at **6,75%** of the weekly wage rate, which rate is based on employees' actual basic wage. The **maximum** Provident Fund contribution rate payable by employers will be **R175.13** per employee per week or **R758.90** per employee per month

Employee Contribution Rate:

The **Employees'** contribution rate to the Provident Fund **remains unaltered** at **6,03%**, which rate is based on employees' actual basic wage.

The **maximum** deduction for Provident Fund from the earnings of **employees** will be **R156.45** per employee per week. The **maximum** Provident Fund contribution rate payable by **employers** will be **R677.95** per employee per week.

3.2 Bargaining Council Levy

The Bargaining Council Levy payable by the employer **remains unaltered** at **0.4%**, calculated on each employee's wage rate, up to a maximum of **R6.32 per week**.

The Bargaining Council Levy payable by the employee **remains unchanged** **0.3%**, calculated on each employee's wage rate, up to a maximum of **R4.33 per week**.

3.3 Across-the-board Increases in Employer Contributions

The following new levies and contribution rates payable by the Employer has been increased by 6.5% and becomes applicable from 1 September 2024:

Category	Old Rate (p.w. per employee) 2024	New Rate (p.w. per employee) 2025
Industry Protection Fund	37c	39c
SACTWU Capacity Building Fund	70c	75c
SACTWU HIV/AIDS Project	80c	85c
SACTWU Bursary Fund	52c	55c

4. 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 **R13.75** per week and a *new maximum* of **R25.20** per week, effective 1 September 2024 together with the funeral scheme contribution of **R3.00** per week which remains unchanged, bringing the *total new minimum* to **R16.75** per week (i.e. the R13.75 plus the R3.00) and the *total new maximum* to **R28.20** per week (i.e. the R25.20 plus the R3.00). 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 the minimum of **R13.75** per week and the maximum of **R25.20** 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.

5. NBC DISPUTE RESOLUTION LEVY

The dispute resolution levy payable by employers who are not members of any of the employer associations' party to the Bargaining Council has been increased by 6.5%. The new levy for employers who employ 40 or less employees is **R257.31** per month and it is **R5.27** per employee per month for employers who employ more than 40 employees.

6. EMPLOYMENT EQUITY ACT AMENDMENTS – CODE OF GOOD PRACTICE

The current Main Collective Agreement shall be amended to include the provisions of the Employment Equity Act, 1998 (as amended) "Code of Good Practice on the Prevention and Elimination of Harassment in the "Workplace" for the Clothing Manufacturing Industry

7. REGISTRATION PERIOD – NEW EMPLOYEES

New employees in the industry, as defined by the Main Agreement, shall be exempted from contributions to the National Bargaining Council for the Clothing Manufacturing Industry for a 60-day period subject to the following:

- 7.1 All employees shall be registered with the NBCCMI as from the date of employment by the company.
- 7.2 The Council levy contributions for those new employees, by both employer and employee, becomes payable once the probationary period as defined by the chamber agreement is concluded.
- 7.3 Employees shall be paid the applicable NBCCMI wage rates as gazetted.
- 7.4 All other NBCCMI levies, social funds and payments become payable after the 60-day period has lapsed or expired.

8. COUNCIL'S WEBSITE (www.nbc.co.za)

The Council's website on the Internet is regularly being updated. Those who have access to the Internet can view and download the Main & Provident Fund Collective Agreements of the various "metro" and non-metro areas. 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 the **party employer associations** should be directed to their Association. In the case of non-party establishments, enquiries should be directed to this Chamber's Labour Affairs Department on tell no (021) 460-4000.

Yours faithfully

M BARDEN
CAPE OFFICE MANAGER