



# 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 2024 TO 31 AUGUST 2025

Payable in respect of employees earning up to R3 429.00/week or R14 859.00/month

| COUNCIL LEVIES   | PROVIDENT FUND (PF)<br><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 2023</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 R6.41</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 R3.99</b></p> | <p><b>6.03%</b> of each individual contributor's actual basic wage rate with a maximum of <b>R206.76</b> per week</p>   | <p><b>6.75%</b> of each individual contributor's actual basic wage rate with a maximum of <b>R231.46</b> per week</p> | <p><b>39 cents</b> per employee per week Payable by the <b>EMPLOYER</b></p> <p>-----</p> <p><b>15 cents</b> per week Payable by means of a deduction from the <b>EMPLOYEE'S</b> wages</p> | <p><b>Trade Union Subscription</b><br/>1% of each individual Trade Union member's basic wage rate <b>plus R3.00</b> with a total minimum of <b>R16.75</b> per week and a total maximum of <b>R28.20</b> per week <b>OR</b></p> <p><b>Agency Fee iro non-Trade Union Employees</b><br/>1% of each <b>NON</b> Trade Union member's basic wage rate with a minimum of <b>R13.75</b> per week and a maximum of <b>R25.20</b> per week</p> <p><b>Sactwu Family Shield</b><br/><b>R18.41</b> per week or <b>R79.70</b> per month for members who choose this additional benefit</p> | <p><b>Capacity Building Fund</b><br/><b>67 cents</b> per employee per week</p> <p><b>Sactwu Worker Health Programme</b><br/><b>86 cents</b> per employee per week</p> <p><b>SACTWU Bursary Fund</b><br/><b>59 cents p.w</b> i.r.o. each Trade Union member</p> | <p>Payable only by <b>EMPLOYERS</b> who are not members of the <b>South African Apparel Association</b></p> <p>40 or fewer employees: Lump sum of <b>R245.68</b> p.m. (incl VAT)</p> <p>or</p> <p>more than 40 employees: <b>R5.04</b> per employee p.m. plus VAT on total</p> |

#### HEALTH CARE FUND

Employer contribution has increased equivalent to the awarded increase

| WAGE GROUPS           |                        | EMPLOYEE AND EMPLOYER CONTRIBUTIONS PER WAGE GROUP |               |               |
|-----------------------|------------------------|--|---------------|---------------|
| Weekly                | Monthly                | Dependants   | Employee      | Employer      |
| R1 172.15 – R1 808.50 | R5 079.31 – R7 837.00  | Without dependants                                 | <b>R49.62</b> | <b>R16.65</b> |
|                       |                        | With dependants                                    | <b>R57.24</b> |               |
| R1 808.51 – R3 429.00 | R7 837.01 – R14 859.00 | Without dependants                                 | <b>R52.88</b> | <b>R19.87</b> |
|                       |                        | With dependants                                    | <b>R63.74</b> |               |



| <b>MEMBERS IN EXCESS</b>                 |  |                    |                |               |
|--|--|--------------------|----------------|---------------|
| <b>R3 429.01 – R3 478.00</b><br>and over | <b>R14 859.01–R15 071.50</b><br>(continue to be members) | Without dependants | <b>R56.00</b>  | <b>R21.67</b> |
|  |  | With dependants    | <b>R67.83</b>  |               |
|  | <b>R14 859.01–R15 071.50</b><br>(exempted in)            | Without dependants | <b>R64.85</b>  | <b>R36.99</b> |
|  |  | With dependants    | <b>R76.69</b>  |               |
| <b>R3 478.01</b><br>and over             | <b>R15 071.50</b> and over (continue<br>to be members)   | Without dependants | <b>R111.88</b> | <b>R36.99</b> |
|  |  | With dependants    | <b>R139.24</b> |               |
|  | <b>R15 071.50</b> and over<br>(exempted in)              | Without dependants | <b>R119.39</b> | <b>R36.99</b> |
|  |  | With dependants    | <b>R146.78</b> |               |

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

**LEVY PAYMENTS EXCLUDING PROVIDENT FUND**

|   | <b>ADDRESSED TO:</b>   | <b>PAYMENT METHOD :</b>   |
|---|--|---|
| Council Levies  | <b>The Regional Secretary<br/>National Bargaining Council<br/>for the Clothing Manufacturing<br/>Industry (Cape Chamber)<br/>P O Box 1142<br/>Woodstock<br/>7915</b> | Direct deposit into bank account, as follows:<br><br><b>Bank: Standard Bank<br/>Branch: Thibault Square<br/>Branch Code: 020 909<br/>Acc No: 07 122 315 0</b> |
| Health Care Fund Contributions  |  |   |
| Industry Protection Fund  |  |   |
| Collective Bargaining & Dispute Resolution Levy:<br>NON-PARTY EMPLOYERS ONLY  |  |   |
| SACTWU Subscriptions (or Agency fee iro non-<br>SACTWU members), Bursary Fund, Capacity Building<br>Fund & HIV/AIDS Project Contributions |  |   |
| Sactwu Family Shield  |  |   |

**PROVIDENT FUND PAYMENTS**

| <b>PROVIDENT FUND CONTRIBUTIONS</b>  | <b>ADDRESSED TO:</b>   | <b>PAYMENT METHOD :</b>  |
|--|--|--|
| <b>Employer and employee Provident Fund contributions are to be paid into the Provident Fund Bank Account as Provided.</b> | <b>The Regional Secretary<br/>National Bargaining Council for the<br/>Clothing Manufacturing Industry<br/>(Cape Chamber)<br/>P O Box 1142<br/>Woodstock<br/>7915</b> | Direct deposit into bank account, as follows:<br><br><b>Bank: Standard Bank<br/>Branch: Thibault Square<br/>Branch Code: 020 909<br/>Acc No: 07 122 3169</b> |

