



# NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY

## CAPE CHAMBER

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CIRCULAR NO. CC/03/24

Telephone Enquiries : Labour Affairs Department

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TO : ALL EMPLOYERS SUBJECT TO PARTS F & H OF THE COUNCIL'S NATIONAL MAIN COLLECTIVE AGREEMENT (**CLOTHING, GARMENT KNITTING, HOSIERY & MILLINERY SECTORS**) FOR THE "METRO" AREAS WITHIN THE CAPE CHAMBER OF THE NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY)

Dear Sir/Madam

### INFORMATION CIRCULAR TO THE INDUSTRY

#### **METRO AREAS ONLY**

**(i.e. those establishments situated within the Magisterial Districts of Bellville, Goodwood, Malmesbury, Mitchell's Plain (portion), Moorreesburg (portion), Simonstown, Somerset West, Strand, The Cape and Wynberg)**

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 Agreement 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 Metro Region (Parts F & H of the Council's National Main Collective Agreement, **excluding** the Magisterial Districts of George and Worcester) 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 Incentivized Wage Scheme effective from 1 September 2024.

The "2001 Allowance" negotiated in 2001 for only the Clothing, Garment Knitting and Hosiery Sectors, must

still be paid to employees and be reflected **separately** on each employee's wage slip. Refer to Bargaining Council Circular No BC/13/2001 dated 24 August 2001 for details of this allowance.

Employees who are not members of the Industry's Provident Fund do **not** receive the "2001 Allowance", but receive an additional 20 cents per week instead of the "2001 Allowance". Refer to the wage schedule.

Neither the "2001 Allowance" nor the 20c is taken into consideration when calculating hourly rates, shift allowance, sick pay, annual leave pay, annual bonus, Trade Union subscriptions, etc.

The "2001 Allowance" provision is not applicable to the Millinery Sector.

### **NEW CEILING WAGE RATE**

The scope of this Regional Council's Agreements will be adjusted to raise the ceiling wage rate as follows:

Period commencing 1 September 2024		
ANNUAL	MONTHLY	WEEKLY
R178 308.00	R14 859.00	R3 429.00

## **3. CONTRIBUTIONS**

### **3.1 Health Care Fund**

- The **Employee** contribution rates to the Health Care Fund increased by the average percentage calculation of the rand value increase i.e 6.5%.
  - From **R46.59 to R49.62** and **R53.75 to R57.24 per week** for a **Group 1** contributor,
  - From **R49.65 to R52.88** and **R 59.85 to R63.74 per week** for a **Group 2** contributor,
  - From **R52.59 to R56.00** and **R63.69 to R67.83 per week** for **Group 3** contributors who continue to be members of the fund and
  - From **R60.89 to R64.85** and **R72.01 to R76.69 per week** for **Group 4** contributors who are exempted into the Fund, respectively.
  - From **R105.05 to R111.88** and **R130.74 to R139.24 per week** for **Group 5** contributors who continue to be members of the fund and
  - From **R112.10 to R119.39** and **R137.82 to R146.78 per week** for **Group 6** contributors who are exempted into the Fund, respectively.
- The **Employer** contribution rates to the Health Care Fund increase by **6.5%** to:
  - **R16.65** per employee per week for **Group 1**,
  - **R19.87** per employee per week for **Group 2**,
  - **R21.67** per employee per week for **Group 3** members who continue to be members of the fund
  - **R36.99** for **Group 4** members who are exempted into the Fund.
  - **R36.99** per employee per week for **Group 5** members who continue to be members of the fund
  - **R36.99** for **Group 6** members who are exempted into the Fund.

The **Employer and Employee new** contribution rates to the Health Care Fund are detailed in the deduction schedule which follows as a separate notice to employers.

### 3.2 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 (exclusive of the "2001 Allowance").

The **maximum** Provident Fund contribution rate payable by **employers** will be **R231.46** per week or **R1003.00** per month.

#### Employee Contribution Rate:

Employees' contribution rate to the Provident Fund **remains unaltered at 6.03%**, which rate is based on employees' actual basic wage (exclusive of the "2001 Allowance").

Please note that in terms of clause 1(3) of the Provident Fund Agreement, contributions to the Fund must continue in respect of existing contributors as at 31 August 2010 who will earn in excess of the ceiling rates reflected in clause 4 above.

The **maximum** deduction for Provident Fund from the earnings of **employees** will be **R206.76** per week or **R896.00** per month.

### 3.3 Bargaining Council Levy

The Bargaining Council Levy payable by the employer **remains unaltered at 0.32%**, calculated on each employee's wage rate, up to a maximum of **R6.41 per week**.

The percentage Bargaining Council Levy payable by the employee **remains unchanged 0.22%**, calculated on each employee's wage rate, up to a maximum of **R3.99 per week**.

Category	Old Rate (p.w. per employee) 2024	New Rate (p.w. per employee) 2025
Industry Protection Fund	37c	39c
SACTWU Capacity Building Fund	63c	67c
SACTWU HIV/AIDS Project	81c	86c
SACTWU Bursary Fund	55c	59c

## 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 **R245.68** per month and it is **R5.04** 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. OTHER CONDITIONS**

- 8.1. All other previously agreed terms and conditions not specifically varied by the provisions of this Agreement shall remain in force and effect, unless agreed otherwise through collective bargaining between the parties, at NBC level.
- 8.2. The parties have accepted that the terms agreed to are hereby formalised in this final written agreement concluded and signed under the auspices of the NBC, subject to ratification by their respective members.
- 8.3. All other unresolved matters as identified in the plenary sessions of this year's substantive negotiations are referred for further bilateral discussions between the parties.

## **9. SCHEDULE OF DEDUCTIONS**

A revised schedule of weekly deductions and contributions is enclosed

## **10. NON-METRO AND COUNTRY AREAS**

A separate circular is being distributed to all establishments in the non-metro- and country areas, nationally.

## **11. COUNCIL'S WEBSITE ([www.nbc.org.za](http://www.nbc.org.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 tel no (021) 460-4000.

Yours faithfully

**M BARDEN**  
**CAPE OFFICE MANAGER**