



NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY

HEAD OFFICE

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CIRCULAR NO. NBC/01/2025

Telephone Enquiries: Labour Affairs Department

20 August 2025

TO: ALL CLOTHING AND GARMENT KNITTING ESTABLISHMENTS (INCLUDING HOSIERY AND MILLINERY) IN THE REPUBLIC OF SOUTH AFRICA (OTHER THAN THOSE EMPLOYERS AND EMPLOYEES WHO ARE SUBJECT TO THE SCOPE OF THOSE PARTS OF THE COUNCIL'S NATIONAL MAIN COLLECTIVE AGREEMENT COVERING THE VARIOUS "METRO" AREAS) I.E. ALL EMPLOYERS SUBJECT TO PART I THE COUNCIL'S NATIONAL MAIN COLLECTIVE AGREEMENT FOR THE NON-METRO AREAS

Dear Sir/Madam

INFORMATION CIRCULAR TO THE INDUSTRY FOLLOWING THE 2024 ROUND OF INDUSTRY NEGOTIATIONS

Parties to the Council have concluded a Party-to Party Substantive Agreement for the period 1 September 2024 until 31 August 2026. The Agreement shall bind the Parties and their members. The provisions in the Agreement will be submitted to the Department of Employment & Labour for extension to cover all non-parties and non-signatory party employer associations within the geographic scope of the areas covered by the National Bargaining Council for the Clothing Manufacturing Industry.

1. INCREASE IN TOTAL LABOUR COST: NON-METRO "A" and "B", AND CAPE COUNTRY AREAS

1.1. Effective 1 September 2025 the total labour cost shall increase by rand equivalent 2024 – 2025 equivalent to 6.1% for each of the job categories prescribed for these areas.

1.2. Where any of the Council's prescribed wage rates in the National Main Collective Agreement is less than the National Minimum Wage (NMW) it will be adjusted upwards to at least the NMW. The onus is on the employer to ensure that they are not in contravention of the NMW.

2. MAGISTERIAL DISTRICTS OF FRANKFORT, PARYS AND VREDEFORT

The magisterial districts of Frankfort, Parys and Vredefort wage rates shall be adjusted by the rand amounts applicable to the magisterial districts of Bloemfontein, Kimberley, and Kroonstad.

3. DEVELOPMENTAL MATTERS

The developmental matters as set out in the 2010/2011 Substantive Agreement under clause 7 shall be finalised as per the provisions of sub-clauses 7.1 and 7.2 of the 2010/2011 Substantive Agreement and the Task Team that was established by the NBC must progress the outstanding matters that are on the Developmental Matters Task Team agenda.

4. IMPLEMENTATION

The NBC is required, as soon as possible after the effective date of this Agreement but no longer than 4 weeks after the gazettal date, to conduct an industry survey to determine the extent of implementation of the wage increases envisaged in this Agreement.

5. **PROVIDENT FUND – NON-METRO**

The current Non-Metro employer provident fund prescribed contribution remains at 5%.

6. **EMPLOYMENT EQUITY ACT AMENDMENTS – CODE OF GOOD PRACTICE**

The current Collective Main agreement shall be amended to include the provision 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 Collective Agreement, shall be exempted from contributions to the NBCCMI for a 60-day period subject to the following:

- i All employees shall be registered with the NBCCMI from the date of the completion of the probationary period.
- ii The Council Levy for those new employees, by both employer and employee becomes payable once the probationary period as defined by the respective chamber agreement is concluded.
- iii Employees shall be paid the applicable National Bargaining Council for the Clothing Manufacturing Industry (NBCCMI) wage rates as gazetted.
- iv All other (NBCCMI) levies, social funds and payments become payable after the 60-day period has lapsed.

8. **PAYMENT FOR THE THURSDAY BEFORE GOOD FRIDAY – NON-METRO**

All employees in the Non-Metro areas shall work until their normal lunch break and be paid the full day's wages on the Thursday before Good Friday.

9. **OTHER CONDITIONS**

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.

The parties have accepted that the terms agreed to are hereby formalised in this final written Agreement and subject to ratification by their respective members.

10. **NEW WAGE RATES & DEDUCTION SCHEDULES**

The non-metro region's new wage rates and deduction schedule are attached.

11. **SCOPE OF THIS CIRCULAR**

Part I of the Council's National Main Collective Agreement for the Non-Metro Areas covers ALL areas of the Republic of South Africa, excluding those areas or magisterial districts covered by the scope of the collective agreements for the Council's various "metro" areas, i.e., the whole of the Republic of South Africa excluding the following:

- (i) In the Province of the Eastern Cape -
 - (aa) Port Elizabeth, including that portion of Hankey which, prior to the publication of Government Notice No. 1515 of 4 October 1963, fell within the Magisterial District of Port Elizabeth, including that portion which was transferred by the publication of Government Notice No. 1687 of 5 September 1975 to Uitenhage and excluding that portion of Hankey which was transferred by Government Notice No. 1974 of 26 September 1980 to Port Elizabeth; and

- (bb) East London, including that portion which was transferred to Mdantsane by Government Notice No. 1481 of 27 August 1971, excluding those portions of the Ciskei that were transferred to East London by Government Notice No. 1877 of 4 September 1981 and Government Notice No. 1079 of 10 June 1988 and including that portion that was transferred to Ciskei by Government Notice No. 2354 of 5 October 1990.
- (ii) In the Province of Kwazulu-Natal - The Magisterial Districts of Chatsworth, Durban, Inanda, Lower Tugela, Pietermaritzburg, and Pinetown.
- (iii) In the Province of the Free State - The Magisterial Districts of Bloemfontein, Frankfort, Kroonstad, Parys and Vredefort.
- (iv) In the Province of the Northern Cape - The Magisterial District of Kimberley;
- (v) In the Province of Gauteng, but only in as much as in respect of garment knitting establishments which fall within the scope of application of the Main Collective Agreement for the Northern Region (Knitting) is concerned –

The Magisterial Districts of Alberton, Benoni, Germiston, Johannesburg, and Roodepoort as well as only those portions of the City of Tswane, including only those portions of the Southern Pretoria Metropolitan Substructure, the Central Pretoria Metropolitan Substructure and the Northern Pretoria Metropolitan Substructure established in terms of the Premier of the Province of PWV Proclamation No 38 of 1994 published in Provincial Gazette Extraordinary No 5064 of 8 December 1994 as amended by the Premier's Notice No 43 of 1995 published in Provincial Gazette Extraordinary No 66 of 1 September 1995, which previously made up the 'municipal area of Pretoria' as such existed immediately prior to the establishment of the Transitional Metropolitan Council with Transitional Metropolitan Substructures in respect of the Greater Pretoria Metropolitan Area published under aforementioned Proclamation No 38 of 1994;"

- (vi) As far as the scope of application of the Main Collective Agreement for the Northern Region (Clothing) and Fund Collective Agreement for the Northern Region is concerned:

The Province of the Transvaal, as it existed prior to the coming into operation of the Constitution of the Republic of South Africa, 1993 (Act No. 200 of 1993), but only in respect of clothing establishments which fall within the scope of application of the Main Collective Agreement for the Northern Region (Clothing) and the Fund Collective Agreement for the Northern Region;

- (vii) In the Province of the Western Cape – The Magisterial Districts of Bellville, George, Goodwood, Malmesbury (including that portion from which the Magisterial District of Moorreesburg was constituted on 29 November 1985 by Government Notice 2649), Simon's Town, Somerset West, Strand, The Cape, Worcester and Wynberg, including those portions of the Magisterial Districts of Bellville, Goodwood, Simon's Town and Wynberg that were used to create the Magisterial District of Mitchell's Plain on 2 March 1992.

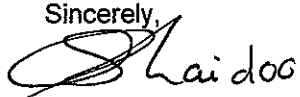
12. **NBC WEBSITE (www.nbc.org.za)**

The signed 2024-2026 Party-to-Party Substantive Agreement will be placed on the NBC's website (www.nbc.org.za) under "Current Notices" in due course.

Any enquiries from employers who are members of any Parties to the Council should be directed to their Association. In the case of non-party establishments, enquiries should be directed to the relevant Labour Affairs Department as follows:

	Chamber Name	Street & Postal Address	Tel.	Fax
Provinces of the Free State, Gauteng, Limpopo, Mpumalanga, Northwest and the 13 x Magisterial Districts of Barkly West, Gordonia, Hartswater, Hay, Herbert, Hopetown, Kenhardt, Kimberley, Kuruman, Phillipstown, Postmasburg, Prieska and Warrenton, falling within the northern half of the Northern Cape Province.	Northern Chamber Labour Affairs Dept: Nishaad Deeplal NDeeplal@cibc.co.za	1 st Floor, Solly Sachs House 111 Commissioner Street Johannesburg (CBD) 2001 P O Box 5101 Johannesburg 2000	011 402 2737	011 402 7375
	PHUTHADITJHABA, QWAQWA (Branch Office of the Northern Chamber) Labour Affairs Dept: Nishaad Deeplal ndeepal@cibc.co.za	4470 Mampoi Road (next to Caltex Garage at Maluti Remax) PHUTHADITJHABA 9870	058 713 3561	058 713 3596
KwaZulu-Natal Province	KwaZulu-Natal Chamber Zamaswazi Sibeko Labour Affairs Manager zamaswazi.kzn@nbc.org.za	127/129 Magwaza Maphalala Street (Gale Street) Umbilo Durban 4001 P O Box 18354 Dalbridge 4014	031 362 0700	031 307 6716
	Ladysmith Branch Office (Branch of the KZN Chamber): Ladysmith.kzn@nbc.org.za	Shop 11, 26 King Street Ladysmith 3370	036-9400647	036 635 3145
	Newcastle Branch Office (Branch of the KZN Chamber): Newcastle.kzn@nbc.org.za	2 Murchison Street Newcastle	034 326 4912	034 326 4916
Western Cape Province, Eastern Cape Province and the 13 x Magisterial Districts of Britstown, Calvinia, Carnarvon, Colesberg, De Aar, Fraserburg, Hanover, Namaqualand, Noupoot, Richmond, Sutherland, Victoria West, and Williston, falling within the southern half of the Northern Cape Province.	Cape Chamber Labour Affairs Manager: Carmen Jefftha C.Jefftha@cibc.co.za	Industria House 350 Victoria Road Salt River 7925 P O Box 1142 Woodstock 7915	021 460 4000	021 447 0628

Sincerely,



CHANTAL NAIDOO
GENERAL SECRETARY