



NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY

NORTHERN CHAMBER

Address: 1st Floor, Garment Centre, 148 Kerk Street, Johannesburg 2001
Tel: 011 402 2737 Fax: 011 402 7375 Post: P O Box 5101, Johannesburg 2000 website: www.nbc.org.za

CIRCULAR NO. NC/03/2011

Telephone Enquiries : Labour Affairs Department

6 October 2011

TO : ALL EMPLOYERS SUBJECT TO PART B OF THE COUNCIL'S NATIONAL MAIN COLLECTIVE AGREEMENT (**FREE STATE & NORTHERN CAPE REGION**) WITHIN THE "METRO" AREAS ONLY OF THE NORTHERN CHAMBER OF THE NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY)

Dear Sir/Madam

INFORMATION CIRCULAR TO THE INDUSTRY FOLLOWING THE 2011 ROUND OF NEGOTIATIONS

METRO AREAS ONLY

(i.e. those Clothing establishments situated within the Magisterial Districts of Bloemfontein, Frankfort, Kimberley, Kroonstad, Parys and Vredefort)

The Parties to the National Bargaining Council, have concluded a Collective Agreement in terms of which the total labour cost increase for Bloemfontein, Kimberley and Kroonstad regions amounts to **6,5%**. **This takes effect from 1 September 2011**. The increase in total labour cost also has other consequential contribution increases as reflected hereunder.

It is therefore important to use the New Wage Rates as reflected in the enclosed schedules as these are calculated accordingly.

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. all Non-Parties.

Details of the negotiated settlement in respect of the Free State/Northern Cape Region (Part B of the Council's National Main Collective Agreement) are as follows:-

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 2011, **rounded** to the nearest 50 cents. (The increase shall be back dated to 1 September 2011 and back pay will be due). The new wage schedules incorporating the new wage rates after the 2011/2012 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 new employees or those who re-enter after not having been employed in the industry for a period of three years.

Please Note: The wage rates in the magisterial districts of Frankfurt, Parys and Vredefort shall be adjusted upwards by the rand amount applicable in the magisterial districts of Bloemfontein, Kimberley and Kroonstad area.

2. NEW EMPLOYEES SHALL BE PAID A WEEKLY WAGE OF 70% OF THE NORMAL RATE OF PAY SUBJECT TO THE FOLLOWING PROVISIONS:

- 2.1 New employees shall be paid a weekly wage of 70% of the rate in metro areas, subject to the following provisions:
- 2.1.1 New employees are those persons with no previous working experience in the industry and shall include those persons with previous work experience but who have not been employed in the industry for a period of 3 years.
- 2.1.2 The provision is only applicable to compliant companies.
- 2.1.3(a) The new entry-level wage provision will continue in force and effect as an industry-wide provision after the *31st August 2014* if there has been an increase in employee strength of compliant employers in the industry of at least 15% as at *31st March 2014*, monitored on a bi-annual basis.
- 2.1.3(b) The bi-annual benchmark monitoring shall be measured against the following schedule of new employment growth:
- | | |
|-------------------|--------------|
| 1 March 2012: | 3% increase |
| 1 September 2012: | 6% increase |
| 1 March 2013: | 9% increase |
| 1 September 2013: | 12% increase |
| 1 March 2014: | 15% increase |
- 2.1.4 It is only applicable to those compliant companies who were in existence and operational as at 1 June 2011.
- 2.1.5 All other provisions of the main agreement shall be applicable to new employees.
- 2.1.6 The closed shop shall be applicable to all new employees.
- 2.1.7(a) The employee strength to determine whether or not there has been an increase in employee strength will be measured by comparing the employee strength of compliant employers whose businesses are registered with the bargaining council on the *1st June 2011*, as per clause 2.1.3, and to that of the employee strength of compliant employers whose businesses are registered with the bargaining council on the *31st March 2014*, i.e. a period of 30 months following the implementation of this *Agreement*.
- (b) In the event that the employee strength does not increase as per the provisions of this *Agreement* and more specifically, the provisions of *Clause 2.1.3* above, the provisions of the new-entry wage provision will terminate.
- (c) Upon such termination of the application of the new entry level wage provision, the wages of all employees earning the new-entry wage will be increased to the full applicable gazetted wage for all job categories from the first pay week following the *31st August 2014*, unless the parties during the 2014/2015 round of annual or other negotiations agree otherwise or agree to an alternative to address any further job losses or the absence of job growth in the industry.
- 2.1.8 Employers shall not embark on retrenchment exercises, where the intent of such retrenchment is to employ employees at the rates specified in sub-clause 2.1.3 (a) above.
- 2.1.9 Employers will ensure that short time arrangements are at all times fairly and equitably distributed across a workplace's employees in all job categories affected by short time arrangements.
- 2.1.10 Qualified employees shall be employed at the qualified new entry rate, subject to sub-clause 2.1.1.
- 2.1.11 Effective *1st September 2011*, all retrenched employees will, within a period of 12 months of having been retrenched, be given preferential employment in the same job

category at the same wage rate which was applicable at the date of the employee's retrenchment or any higher wage rate which may have been gazetted and become applicable to the affected employee's job category after such date of retrenchment.

Please note the following:

- (i) Employees who earn in excess of the prescribed wage should receive the increase equivalent to the increase of an employee in the same category. (See attached schedule).
- (ii) Learners in employment for 16 weeks or more in any half-year are deemed to be in employment for the full half-year except in the case of the first half-year where more than 13 weeks' experience is deemed to be employment for the full half-year.

3. CONTRIBUTIONS

3.1 Medical Benefit Society

The employee contribution rate to the Medical Benefit Society increases by 43 cents from R6,57 to R7,00 per week, whilst the employer contribution rate increases by 60 cents from R9,24 to R9,84 per week. These now are:

Employee	:	R7,00
Employer	:	R9,84

3.2. Provident Fund

The employer and employee contribution rates to the Provident Fund remain unaltered as:

Employee	:	5.75%
Employer	:	6,5%

Please note that the Provident Fund contributions are payable for the full 52 weeks of the year.

3.3 Bargaining Council Levy

The Bargaining Council levy payable per week by Employers remains unchanged at **0.40%** of each employee's wages. The percentage payable by Employees remains unaltered, at **0.28%**. These percentage contributions are capped at a maximum of **R1.85** of each employees' weekly wage for employers, and for employees, it is capped at a maximum of **R1.71** per week.

3.4 SACTWU HIV/AIDS Contribution

The contribution has increased by 6.5% from 37 cents to **39** cents per employee per week, payable by the employer only.

3.5 SACTWU Bursary Fund

The contributions has increased by 6.5% from 25 cents to **27** cents per employee per week, payable by the employer only.

3.6 Industry Protection Fund

The contributions has increased by 6.5% from 11 cents to **12** cents per employee per week, payable by the employer and remains unchanged at 11 cents per employee payable by each employee.

4. SCHEDULE OF DEDUCTIONS

A revised schedule of weekly deductions and contributions accompanies this circular.

5. TRADE UNION DEDUCTIONS

The Trade Union subscription rate for its members remains unchanged at 1% of the member's basic wage rate with a new *minimum* of R6,60 per week and a new *maximum* of R12,15 per week, effective 1 September 2011. The contribution rate towards its funeral scheme remain unchanged at R1,80 per week bringing the **total new minimum** to R8,40 per week (i.e. the R6,60 plus the R1,80) and the **total new maximum** to R13,95 per week (i.e. the R12,15 plus the R1,80). The Trade Union has sent out a separate notice in this regard.

6. DEVELOPMENTAL MATTERS

With regard to the developmental matters set out in the 2011/2012 wage agreement, the parties agree to the following:

- 6.1. To establish a task team whose work will be conducted under the auspices of a Senior Commissioner appointed by the Commission for Conciliation, Mediation and Arbitration (CCMA) to consider and explore consensus between the parties on the following developmental matters:
 - 6.1.1 The wage differential between metro and non-metro (wage model),
 - 6.1.2 maternity payment benefits for non-metro areas,
 - 6.1.3 modernisation of the collective agreement to achieve a national collective agreement this to include revision of job categories, review of the piece work provision as per the non-metro agreement;
 - 6.1.4 family responsibility leave provisions;
 - 6.1.5 roll out of primary health care facilities to non-metro areas;
 - 6.1.6 terms (duration and proportion to permanent employees to contract employees) applicable to contract employees;
 - 6.1.7 conversion of current sick pay provision where applicable to the BCEA provisions as per the provisions of the Western Cape collective agreement;
 - 6.1.8. The terms of an extended (duration) wage agreement.
- 6.2. The parties endeavour to complete work on the developmental matters by 31st March 2012, provided that this time frame may be extended by mutual agreement or where the facilitator requires the parties to do so.
- 6.3 In the event that the parties are unable to reach agreement on any of the developmental matters, it is agreed that the facilitator will be required to make a written recommendation on such matters.
- 6.4. In the event that the facilitators' recommendations are not accepted by any party, the parties shall have the right to table such matters during the 2012/2013, or any future round of substantive negotiations.
- 6.5 All CCMA member companies shall implement the closed shop with effect from 1 September 2011, where it has not yet been implemented.

7. PRODUCTIVITY AND TRAINING INSTITUTE

The parties hereby agree to:

- 7.1 Establish a new training and productivity entity for the industry;
- 7.2. Establish a representative working group whose initial mandate is to meet sufficiently often enough in order to conclude an agreement on the role, structure, budget and source/s of funding for such an entity;
- 7.3. Jointly approach the relevant Sector Education and Training Authorities (SETA), the Department of Trade and Industry (DTI), the Government's newly established job fund,) and any other potential

relevant national and international source of funding to seek financial and other support and assistance for the establishment and functioning of such an industry training and productivity entity.

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 effective, 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.

9. **NON-METRO AREAS** (for the purposes of this circular, means all areas of the old Province of the Transvaal not covered by Parts D (Clothing) and E (Knitting) of the Council's National Main Collective Agreement for the Northern Region)

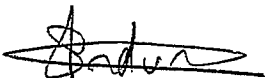
A separate circular is being distributed to all establishments in the non-metro areas, nationally.

10. **COUNCIL'S WEBSITE (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 any of the Employers' 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 telephone no 011 402-2737.

Yours faithfully



SICELO NDUNA
GENERAL SECRETARY



NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY

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INFORMATION SCHEDULE

FREE STATE/NORTHERN CAPE REGION

DEDUCTIONS AND CONTRIBUTIONS DUE TO THE NORTHERN 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)

DEDUCTIONS & CONTRIBUTIONS EFFECTIVE FROM 1 SEPTEMBER 2011 TO 31 AUGUST 2012

COUNCIL LEVIES	PROVIDENT FUND		INDUSTRY PROTECTION FUND	SACTWU SUBS. <i>(for Union members ONLY)</i>	SACTWU BURSARY FUND	SACTWU HIV/AIDS PROJECT
	Employee	Employer				
Employee: R1.71 per week	5,75% of each individual contributor's basic weekly wage, calculated to the nearest cent	6,5% of each individual contributor's basic weekly wage, calculated to the nearest cent	11 cents per week	1% of each individual Trade Union member's basic wage rate plus R1,80 with a minimum of R8,40 per week and a maximum of R13,95 per week	27 cents Per week	<u>HIV/AIDS Project</u> 39 cents per week
Employer: R1.85 per week	Payable to : Clothing Industry (Northern Areas) Provident Fund No deduction made if contributor has worked for less than 20 hours in the week in which the deduction falls due.	Bank : Standard Bank Johannesburg Branch Account No: 000038628 Branch Code: 00020500	Payable by THE EMPLOYEE BY MEANS OF A DEDUCTION FROM AN EMPLOYEE'S WAGES Plus 12 cents payable by the employer per week.	UNION AGENCY FEE <i>(i.r.o. NON-Union members)</i> 1% of each NON Trade Union member's basic wage rate with a minimum of R6,60 per week and a maximum of R12.15 per week	Payable by EMPLOYER ONLY i.r.o each employee to whom this Agreement of the Council applies.	Payable by EMPLOYER ONLY

MEDICAL BENEFIT SOCIETY	
Employee	Employer
R7,00 Per week	R9,84 per week

PAYMENTS TO THE BARGAINING COUNCIL DUE BY 7TH DAY OF ENSUING MONTH:

	PAYABLE TO:	PAYMENT METHOD :
Council Levies Medical Benefit Society Contributions Industry Protection Fund Agency Shop Fee SACTWU Subscriptions, Bursary Fund & HIV/AIDS Project Contributions	The Secretary National Bargaining Council for the Clothing Manufacturing Industry (Northern Areas Chamber) P O Box 5101 Johannesburg 2000	Cheques payable to: NBC Clothing – Free State/Northern Cape OR direct deposit into bank account, as follows: Bank: Standard Bank Branch: Carlton Centre Branch Code: 00230500 Account No: 002697734

**NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY
FREE STATE AND NORTHERN CAPE REGION NEW WAGE RATES NEGOTIATED BY THE PARTIES
FOR THE PERIOD 01 SEPTEMBER 2011 TO 31 AUGUST 2012**

WAGES - GROUP A (i.e Employers contributing to the Productivity Incentive Scheme)					
DESCRIPTION OF OCCUPATION		Wages per Week from 01 Sep 2010 to 31 Aug 2011	Across the board Increase 6.5%	Wages per Week from 01 Sep 2011 to 31 Aug 2012	New Employees 70%
		R	R	R	R
A. ALL AREAS					
(i)	(a) Foreman	2,029.50	132.00	2,161.50	1,513.00
	(b) Supervisor/Quality Controller				
	(i) Qualified	829.00	54.00	883.00	618.00
	(ii) Learners				
	first six months of experience	569.00	37.00	606.00	424.00
	second six months of experience	680.00	44.00	724.00	507.00
	Thereafter, the wage specified in (ii)(i) i.e.	829.00	54.00	883.00	618.00
	(c) Cloakroom Supervisor/Watchman	578.00	37.50	615.50	431.00
	(d) Mechanic	1,903.50	123.50	2,027.00	1,419.00
	(e) Unqualified Mechanic	709.50	46.00	755.50	529.00
	(f) Watchman	578.00	37.50	615.50	431.00
	(g) Labourer	451.50	29.50	481.00	336.50
	(h) Boiler Attendant	496.50	32.50	529.00	370.50
(ii)	Pattern Grader				
	(i) Qualified	1,075.00	70.00	1,145.00	801.50
	(ii) Learners				
	first six months of experience	415.00	27.00	442.00	309.50
	second six months of experience	497.50	32.50	530.00	371.00
	third six months of experience	579.50	37.50	617.00	432.00
	fourth six months of experience	663.50	43.00	706.50	494.50
	fifth six months of experience	744.50	48.50	793.00	555.00
	sixth six months of experience	826.50	53.50	880.00	616.00
	seventh six months of experience	909.00	59.00	968.00	677.50
	next four months of experience	991.00	64.50	1,055.50	739.00
	Thereafter, the wage specified in (ii)(i) i.e.	1,075.00	70.00	1,145.00	801.50
(iii)	Marker-In				
	(i) Qualified	829.00	54.00	883.00	618.00
	(ii) Learners				
	first six months of experience	415.00	27.00	442.00	309.50
	second six months of experience	465.50	30.50	496.00	347.00
	third six months of experience	520.50	34.00	554.50	388.00
	fourth six months of experience	571.00	37.00	608.00	425.50
	fifth six months of experience	623.00	40.50	663.50	464.50
	sixth six months of experience	673.50	44.00	717.50	502.00
	seventh six months of experience	726.00	47.00	773.00	541.00
	next four months of experience	776.50	50.50	827.00	579.00
	Thereafter, the wage specified in (iii)(i) i.e.	829.00	54.00	883.00	618.00
(iv)	Shaper & Chopper-out, other than an interlining and/or trimming chopper-out				
	(i) Qualified	665.00	43.00	708.00	495.50
	(ii) Learners				
	first six months of experience	394.50	25.50	420.00	294.00
	second six months of experience	440.00	28.50	468.50	328.00
	third six months of experience	486.00	31.50	517.50	362.50
	fourth six months of experience	530.00	34.50	564.50	395.00
	fifth six months of experience	574.50	37.50	612.00	428.50

**NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY
FREE STATE AND NORTHERN CAPE REGION NEW WAGE RATES NEGOTIATED BY THE PARTIES
FOR THE PERIOD 01 SEPTEMBER 2011 TO 31 AUGUST 2012**

DESCRIPTION OF OCCUPATION		Wages per Week from 01 Sep 2010 to 31 Aug 2011	Across the board Increase 6.5%	Wages per Week from 01 Sep 2011 to 31 Aug 2012	New Employees 70%
		R	R	R	R
	next four months of experience	620.00	40.50	660.50	462.50
	Thereafter, the wage specified in (iv)(i) i.e.	665.00	43.00	708.00	495.50
(v)	Checker, Examiner and/or Passer				
	(i) Qualified	578.00	37.50	615.50	431.00
	(ii) Learners				
	first six months of experience	394.50	25.50	420.00	294.00
	second six months of experience	440.00	28.50	468.50	328.00
	third six months of experience	486.00	31.50	517.50	362.50
	next four months of experience	530.50	34.50	565.00	395.50
	Thereafter, the wage specified in (v)(i) i.e.	578.00	37.50	615.50	431.00
(vi)	(a) Invoice Clerk				
	(i) Qualified	829.00	54.00	883.00	618.00
	(ii) Learners				
	first six months of experience	597.50	39.00	636.50	445.50
	Thereafter, the wage specified in (vi)(a)(i)	829.00	54.00	883.00	618.00
	(b) Despatch Clerk, Factory Clerk and/or Stores Clerk				
	(i) Qualified	607.50	39.50	647.00	453.00
	(ii) Learners				
	first six months of experience	436.00	28.50	464.50	325.00
	second six months of experience	521.50	34.00	555.50	389.00
	Thereafter, the wage specified in (vi)(b)(i) i.e.	607.50	39.50	647.00	453.00
(vii)	Sewing Machinist engaged in setting in sleeves and/or sewing round men's and ladies' tailored coats and overcoats:				
	(i) Qualified	654.50	42.50	697.00	488.00
	(ii) Learners				
	first six months of experience	394.50	25.50	420.00	294.00
	second six months of experience	437.50	28.50	466.00	326.00
	third six months of experience	480.00	31.00	511.00	357.50
	fourth six months of experience	523.50	34.00	557.50	390.50
	fifth six months of experience	566.50	37.00	603.50	422.50
	next four months of experience	611.50	39.50	651.00	455.50
	Thereafter, the wage specified in (vii)(i) i.e.	654.50	42.50	697.00	488.00
(viii)	Driver of a Motor Vehicle, the unladen mass of which together with the unladen mass of any trailer/trailers drawn by such vehicle—:				
	(a) Does not exceed 2 722 kg	716.00	46.50	762.50	534.00
	(b) Exceeds 2 722 kg	832.00	54.00	886.00	620.00
(ix)	Part-time Driver of a Motor Vehicle	651.00	42.50	693.50	485.50
(x)	Knitting Machine Operator				
	(i) Qualified	852.00	55.50	907.50	635.50
	(ii) Learners				
	first six months of experience	394.50	25.50	420.00	294.00
	second six months of experience	472.00	30.50	502.50	352.00
	third six months of experience	547.00	35.50	582.50	408.00
	fourth six months of experience	623.50	40.50	664.00	465.00
	fifth six months of experience	699.00	45.50	744.50	521.00
	next four months of experience	777.00	50.50	827.50	579.50
	Thereafter, the wage specified in (x)(i) i.e.	852.00	55.50	907.50	635.50

**NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY
FREE STATE AND NORTHERN CAPE REGION NEW WAGE RATES NEGOTIATED BY THE PARTIES
FOR THE PERIOD 01 SEPTEMBER 2011 TO 31 AUGUST 2012**

DESCRIPTION OF OCCUPATION		Wages per Week from 01 Sep 2010 to 31 Aug 2011	Across the board Increase 6.5%	Wages per Week from 01 Sep 2011 to 31 Aug 2012	New Employees 70%
		R	R	R	R
(xi)	Maintenance hand				
	(i) Qualified	488.50	32.00	520.50	364.50
	(ii) Learners				
	first six months of experience	394.50	25.50	420.00	294.00
	second six months of experience	413.00	27.00	440.00	308.00
	third six months of experience	429.00	28.00	457.00	320.00
	fourth six months of experience	449.50	29.00	478.50	335.00
	next four months of experience	471.50	30.50	502.00	351.50
	Thereafter, the wage specified in (xi)(i) i.e.	488.50	32.00	520.50	364.50
B. IN THE MAGISTERIAL DISTRICTS OF BLOEMFONTEIN, KIMBERLEY AND KROONSTAD					
(i) (a)	Sewing Machinist				
	(i) Qualified	578.00	37.50	615.50	431.00
	(ii) Learners				
	first six months of experience	394.50	25.50	420.00	294.00
	second six months of experience	425.00	27.50	452.50	317.00
	third six months of experience	455.00	29.50	484.50	339.00
	Thereafter, the wage specified in (i)(i) i.e.	578.00	37.50	615.50	431.00
(i) (b)	Invisible Mender, Finisher, Presser, Trimmer, Marker-In and/or Chopper-out of linings and trimmings, Former Scriber and Screen Printer				
	(i) Qualified	578.00	37.50	615.50	431.00
	(ii) Learners				
	first six months of experience	394.50	25.50	420.00	294.00
	second six months of experience	425.00	27.50	452.50	317.00
	third six months of experience	455.00	29.50	484.50	339.00
	fourth six months of experience	486.00	31.50	517.50	362.50
	fifth six months of experience	516.00	33.50	549.50	384.50
	next four months of experience	546.50	35.50	582.00	407.50
	Thereafter, the wage specified in (i)(i) i.e.	578.00	37.50	615.50	431.00
	Set Leader and/or Team Leader	614.00	40.00	654.00	458.00
(ii)	General Worker/Pleater				
	(i) Qualified	436.00	28.50	464.50	325.00
	(ii) Learners				
	first six months of experience	394.50	25.50	420.00	294.00
	second six months of experience	414.50	27.00	441.50	309.00
	Thereafter, the wage specified in (ii)(i) i.e.	436.00	28.50	464.50	325.00
(iii)	Despatch Packer and Layer-up				
	(i) Qualified	451.00	29.50	480.50	336.50
	(ii) Learners				
	first six months of experience	394.50	25.50	420.00	294.00
	second six months of experience	422.50	27.50	450.00	315.00
	Thereafter, the wage specified in (iii)(i) i.e.	451.00	29.50	480.50	336.50
(iv)	Plain Sewer				
	(i) Qualified	472.00	30.50	502.50	352.00
	(ii) Learners				
	first six months of experience	394.50	25.50	420.00	294.00
	Thereafter, the wage specified in (iv)(i) i.e.	472.00	30.50	502.50	352.00
(v)	Sample Machinist	657.00	42.50	699.50	489.50
C. IN THE MAGISTERIAL DISTRICTS OF FRANKFORT, PARYS AND VREDEFORT					

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DESCRIPTION OF OCCUPATION		Wages per Week from 01 Sep 2010 to 31 Aug 2011	Across the board Increase 6.5%	Wages per Week from 01 Sep 2011 to 31 Aug 2012	New Employees 70%
		R	R	R	R
(i) (a)	Sewing Machinist				
	(i) Qualified:	534.00	37.50	571.50	400.00
	(ii) Learners:				
	first six months of experience	367.00	25.50	392.50	275.00
	second six months of experience	395.00	27.50	422.50	296.00
	third six months of experience	423.00	29.50	452.50	317.00
	Thereafter, the wage specified in (i)(a)(i) i.e.	534.00	37.50	571.50	400.00
(i) (b)	Invisible Mender, Finisher, Presser, Trimmer, Marker-In and/or Chopper-out of linings and trimmings. Former Scriber and Screen Printer:				
	(i) Qualified:	534.00	37.50	571.50	400.00
	(ii) Learners:				
	first six months of experience	367.00	25.50	392.50	275.00
	second six months of experience	395.00	27.50	422.50	296.00
	third six months of experience	423.00	29.50	452.50	317.00
	fourth six months of experience	450.50	31.50	482.00	337.50
	fifth six months of experience	477.50	33.50	511.00	357.50
	Next four months of experience	505.00	35.50	540.50	378.50
	Thereafter, the wage specified in (i)(b)(i) i.e.	534.00	37.50	571.50	400.00
	Set Leader and/or Team Leader	568.00	40.00	608.00	425.50
(ii)	General Worker/Pleater				
	(i) Qualified	411.50	28.50	440.00	308.00
	(ii) Learners				
	first six months of experience	367.00	25.50	392.50	275.00
	second six months of experience	390.00	27.00	417.00	292.00
	Thereafter, the wage specified in (ii)(i) i.e.	411.50	28.50	440.00	308.00
(iii)	Despatch Packer				
	(i) Qualified	431.00	29.50	460.50	322.50
	(ii) Learners				
	first six months of experience	367.00	25.50	392.50	275.00
	second six months of experience	399.00	27.50	426.50	298.50
	Thereafter, the wage specified in (iii)(i) i.e.	431.00	29.50	460.50	322.50
(iv)	Layer-Up				
	(i) Qualified	424.50	29.50	454.00	318.00
	(ii) Learners				
	first six months of experience	367.00	25.50	392.50	275.00
	second six months of experience	396.00	27.50	423.50	296.50
	Thereafter, the wage specified in (iii)(i) i.e.	424.50	29.50	454.00	318.00
(v)	Plain Sewer				
	(i) Qualified	445.50	30.50	476.00	333.00
	(ii) Learners				
	first six months of experience	369.50	25.50	395.00	276.50
	Thereafter, the wage specified in (iv)(i) i.e.	445.50	30.50	476.00	333.00
(vi)	Sample Machinist	606.50	42.50	649.00	454.50

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WAGE RATES-GROUP B (i.e Employers NOT contributing to the Productivity Incentive Scheme)					
DESCRIPTION OF OCCUPATION		Wages per Week from 01 Sep 2010 to 31 Aug 2011	Across the Board Increase 6.5%	Wages per Week from 01 Sep 2011 to 31 Aug 2012	New Employees 70%
		R	R	R	R
A. ALL AREAS					
(i)	(a) Foreman	2,038.50	132.50	2,171.00	1,519.50
	(b) Supervisor/Quality Controller				
	(i) Qualified	833.50	54.00	887.50	621.50
	(ii) Learners				
	first six months of experience	572.00	37.00	609.00	426.50
	second six months of experience	682.50	44.50	727.00	509.00
	Thereafter, the wage specified in (ii)(i) i.e.	833.50	54.00	887.50	621.50
	(c) Cloakroom Supervisor/Watchman	580.00	37.50	617.50	432.50
	(d) Mechanic	1,912.50	124.50	2,037.00	1,426.00
	(e) Unqualified Mechanic	713.00	46.50	759.50	531.50
	(f) Watchman	580.00	37.50	617.50	432.50
	(g) Labourer	453.50	29.50	483.00	338.00
	(h) Boiler Attendant	498.50	32.50	531.00	371.50
(ii)	Pattern Grader				
	(i) Qualified	1,080.00	70.00	1,150.00	805.00
	(ii) Learners				
	first six months of experience	417.50	27.00	444.50	311.00
	second six months of experience	499.50	32.50	532.00	372.50
	third six months of experience	582.00	38.00	620.00	434.00
	fourth six months of experience	666.50	43.50	710.00	497.00
	fifth six months of experience	748.00	48.50	796.50	557.50
	sixth six months of experience	830.50	54.00	884.50	619.00
	seventh six months of experience	913.00	59.50	972.50	681.00
	next four months of experience	995.00	64.50	1,059.50	741.50
	Thereafter, the wage specified in (ii)(i) i.e.	1,080.00	70.00	1,150.00	805.00
(iii)	Marker-In				
	(i) Qualified	833.50	54.00	887.50	621.50
	(ii) Learners				
	first six months of experience	417.50	27.00	444.50	311.00
	second six months of experience	468.00	30.50	498.50	349.00
	third six months of experience	522.50	34.00	556.50	389.50
	fourth six months of experience	573.00	37.00	610.00	427.00
	fifth six months of experience	625.50	40.50	666.00	466.00
	sixth six months of experience	676.50	44.00	720.50	504.50
	seventh six months of experience	729.50	47.50	777.00	544.00
	next four months of experience	780.00	50.50	830.50	581.50
	Thereafter, the wage specified in (iii)(i) i.e.	833.50	54.00	887.50	621.50
(iv)	Shaper & Chopper-out, other than an interlining and/or trimming chopper-out				
	(i) Qualified	668.00	43.50	711.50	498.00
	(ii) Learners				
	first six months of experience	396.50	26.00	422.50	296.00
	second six months of experience	441.50	28.50	470.00	329.00
	third six months of experience	488.50	32.00	520.50	364.50

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DESCRIPTION OF OCCUPATION			Wages per Week from 01 Sep 2010 to 31 Aug 2011	Across the Board Increase 6.5%	Wages per Week from 01 Sep 2011 to 31 Aug 2012	New Employees 70%
			R	R	R	R
		fourth six months of experience	532.00	34.50	566.50	396.50
		fifth six months of experience	578.00	37.50	615.50	431.00
		next four months of experience	622.50	40.50	663.00	464.00
		Thereafter, the wage specified in (iv)(i) i.e.	668.00	43.50	711.50	498.00
(v)	Checker, Examiner and/or Passer					
	(i)	Qualified	580.00	37.50	617.50	432.50
	(ii)	Learners				
		first six months of experience	396.50	26.00	422.50	296.00
		second six months of experience	441.50	28.50	470.00	329.00
		third six months of experience	488.50	32.00	520.50	364.50
		next four months of experience	532.50	34.50	567.00	397.00
		Thereafter, the wage specified in (v)(i) i.e.	580.00	37.50	617.50	432.50
(vi)	(a) Invoice Clerk					
	(i)	Qualified	833.50	54.00	887.50	621.50
	(ii)	Learners				
		first six months of experience	600.00	39.00	639.00	447.50
		Thereafter, the wage specified in (vi)(a)(i) i.e.	833.50	54.00	887.50	621.50
	(b) Despatch Clerk, Factory Clerk and/or Stores Clerk					
	(i)	Qualified	610.00	39.50	649.50	454.50
	(ii)	Learners				
		first six months of experience	438.00	28.50	466.50	326.50
		second six months of experience	523.50	34.00	557.50	390.50
		Thereafter, the wage specified in (vi)(b)(i) i.e.	610.00	39.50	649.50	454.50
(vii)	Sewing Machinist engaged in setting in sleeves and/or sewing round men's and ladies' tailored coats and overcoats:					
	(i)	Qualified	657.00	42.50	699.50	489.50
	(ii)	Learners				
		first six months of experience	396.50	26.00	422.50	296.00
		second six months of experience	440.00	28.50	468.50	328.00
		third six months of experience	482.00	31.50	513.50	359.50
		fourth six months of experience	525.50	34.00	559.50	391.50
		fifth six months of experience	570.00	37.00	607.00	425.00
		next four months of experience	614.00	40.00	654.00	458.00
		Thereafter, the wage specified in (vii)(i) i.e.	657.00	42.50	699.50	489.50
(viii)	Driver of a Motor Vehicle, the unladen mass of which together with the unladen mass of any trailer/trailers drawn by such vehicle—:					
	(a)	Does not exceed 2 722 kg	719.00	46.50	765.50	536.00
	(b)	Exceeds 2 722 kg	835.00	54.50	889.50	622.50
(ix)	Part-time Driver of a Motor Vehicle		654.50	42.50	697.00	488.00
(x)	Knitting Machine Operator					
	(i)	Qualified	856.50	55.50	912.00	638.50
	(ii)	Learners				
		first six months of experience	396.50	26.00	422.50	296.00
		second six months of experience	474.00	31.00	505.00	353.50
		third six months of experience	549.50	35.50	585.00	409.50
		fourth six months of experience	626.00	40.50	666.50	466.50
		fifth six months of experience	702.50	45.50	748.00	523.50

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DESCRIPTION OF OCCUPATION		Wages per Week from 01 Sep 2010 to 31 Aug 2011	Across the Board Increase 6.5%	Wages per Week from 01 Sep 2011 to 31 Aug 2012	New Employees 70%
		R	R	R	R
	next four months of experience	780.50	50.50	831.00	581.50
	Thereafter, the wage specified in (x)(i) i.e.	856.50	55.50	912.00	638.50
(xi)	Maintenance hand				
	(i) Qualified	490.50	32.00	522.50	366.00
	(ii) Learners				
	first six months of experience	396.50	26.00	422.50	296.00
	second six months of experience	415.00	27.00	442.00	309.50
	third six months of experience	431.50	28.00	459.50	321.50
	fourth six months of experience	452.00	29.50	481.50	337.00
	next four months of experience	473.50	31.00	504.50	353.00
	Thereafter, the wage specified in (xi)(i) i.e.	490.50	32.00	522.50	366.00
B. IN THE MAGISTERIAL DISTRICTS OF BLOEMFONTEIN, KIMBERLEY AND KROONSTAD					
(i) (a)	Sewing Machinist				
	(i) Qualified	580.00	37.50	617.50	432.50
	(ii) Learners				
	first six months of experience	396.50	26.00	422.50	296.00
	second six months of experience	427.00	28.00	455.00	318.50
	third six months of experience	456.50	29.50	486.00	340.00
	Thereafter, the wage specified in (i)(i) i.e.	580.00	37.50	617.50	432.50
(i) (b)	Invisible Mender, Finisher, Presser, Trimmer, Marker-In and/or Chopper-out of linings and trimmings, Former Scriber and Screen Printer				
	(i) Qualified	580.00	37.50	617.50	432.50
	(ii) Learners				
	first six months of experience	396.50	26.00	422.50	296.00
	second six months of experience	427.00	28.00	455.00	318.50
	third six months of experience	456.50	29.50	486.00	340.00
	fourth six months of experience	488.50	32.00	520.50	364.50
	fifth six months of experience	518.50	33.50	552.00	386.50
	next four months of experience	549.00	35.50	584.50	409.00
	Thereafter, the wage specified in (i)(i) i.e.	580.00	37.50	617.50	432.50
	Set Leader and/or Team Leader	616.50	40.00	656.50	459.50
(ii)	General Worker/Pleater				
	(i) Qualified	438.00	28.50	466.50	326.50
	(ii) Learners				
	first six months of experience	396.50	26.00	422.50	296.00
	second six months of experience	416.00	27.00	443.00	310.00
	Thereafter, the wage specified in (ii)(i) i.e.	438.00	28.50	466.50	326.50
(iii)	Despatch Packer and Layer-up				
	(i) Qualified	453.00	29.50	482.50	338.00
	(ii) Learners				
	first six months of experience	396.50	26.00	422.50	296.00
	second six months of experience	424.50	27.50	452.00	316.50
	Thereafter, the wage specified in (iii)(i) i.e.	453.00	29.50	482.50	338.00
(iv)	Plain Sewer				
	(i) Qualified	474.00	31.00	505.00	353.50
	(ii) Learners				
	first six months of experience	396.50	26.00	422.50	296.00
	Thereafter, the wage specified in (iv)(i) i.e.	474.00	31.00	505.00	353.50
(v)	Sample Machinist	660.00	43.00	703.00	492.00

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DESCRIPTION OF OCCUPATION		Wages per Week from 01 Sep 2010 to 31 Aug 2011	Across the Board Increase 6.5%	Wages per Week from 01 Sep 2011 to 31 Aug 2012	New Employees 70%
		R	R	R	R
C. IN THE MAGISTERIAL DISTRICTS OF FRANKFORT, PARYS AND VREDEFORT					
(i) (a)	Sewing Machinist				
	(i) Qualified:	536.00	37.50	573.50	401.50
	(ii) Learners:				
	first six months of experience	369.00	26.00	395.00	276.50
	second six months of experience	397.00	28.00	425.00	297.50
	third six months of experience	424.50	29.50	454.00	318.00
	Thereafter, the wage specified in (i)(a)(i) i.e.	536.00	37.50	573.50	401.50
(i) (b)	Invisible Mender, Finisher, Presser, Trimmer, Marker-In and/or Chopper-out of linings and trimmings. Former Scriber and Screen Printer:				
	(i) Qualified:	536.00	37.50	573.50	401.50
	(ii) Learners:				
	first six months of experience	369.00	26.00	395.00	276.50
	second six months of experience	397.00	28.00	425.00	297.50
	third six months of experience	424.50	29.50	454.00	318.00
	fourth six months of experience	453.00	32.00	485.00	339.50
	fifth six months of experience	480.00	33.50	513.50	359.50
	Next four months of experience	507.50	35.50	543.00	380.00
	Thereafter, the wage specified in (i)(b)(i) i.e.	536.00	37.50	573.50	401.50
	Set Leader and/or Team Leader	570.50	40.00	610.50	427.50
(ii)	General Worker/Pleater				
	(i) Qualified	413.50	28.50	442.00	309.50
	(ii) Learners				
	first six months of experience	369.00	26.00	395.00	276.50
	second six months of experience	391.50	27.00	418.50	293.00
	Thereafter, the wage specified in (ii)(i) i.e.	413.50	28.50	442.00	309.50
(iii)	Despatch Packer				
	(i) Qualified	433.00	29.50	462.50	324.00
	(ii) Learners				
	first six months of experience	369.00	26.00	395.00	276.50
	second six months of experience	401.00	27.50	428.50	300.00
	Thereafter, the wage specified in (iii)(i) i.e.	433.00	29.50	462.50	324.00
(iv)	Layer-Up				
	(i) Qualified	426.50	29.50	456.00	319.00
	(ii) Learners				
	first six months of experience	369.00	26.00	395.00	276.50
	second six months of experience	398.00	27.50	425.50	298.00
	Thereafter, the wage specified in (iii)(i) i.e.	426.50	29.50	456.00	319.00
(v)	Plain Sewer				
	(i) Qualified	447.50	31.00	478.50	335.00
	(ii) Learners				
	first six months of experience	372.00	26.00	398.00	278.50
	Thereafter, the wage specified in (iv)(i) i.e.	447.50	31.00	478.50	335.00
(vi)	Sample Machinist	609.50	39.50	649.00	454.50