



NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY

NORTHERN CHAMBER

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CIRCULAR NO. NC/01/2011

Telephone Enquiries : Labour Affairs Department

06 October 2011

TO : ALL EMPLOYERS SUBJECT TO PART D OF THE COUNCIL'S NATIONAL MAIN COLLECTIVE AGREEMENT (NORTHERN REGION CLOTHING & MILLINERY SECTORS) 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

Province of the Transvaal as it existed prior to the coming into operation of the Constitution of the Republic of South Africa

The Parties to the National Bargaining Council have concluded a Collective Agreement in terms of which the **total labour cost increase** for all "Metro" regions amounts to **6.5% with 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 Northern Metro Region (Clothing) (Part D 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 **10 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.

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 Sick Pay Fund

The employee contribution rate to the Sick Pay Fund increases by 21 cents from R3,27 to R3,48 per week, whilst the employer contribution rate increases by 34 cents from R5,28 to R5,62 per week. These now are:

Employee	:	R3,48
Employer	:	R5,62

3.2 Medical Benefit Society

The employee contribution rate to the Medical Benefit Society increases by 67 cents from R10,36 to R11,03 per week, whilst the employer contribution rate increases by 70 cents from R10,74 to R11,44 per week. These now are:

Employee	:	R11,03
Employer	:	R11,44

3.3 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.

3.4 Bargaining Council Levy

The Bargaining Council levy payable per week by Employers remains unchanged at **0.23%** of each employee's wages. The percentage payable by Employees remains unaltered, at **0.23%**. 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.

3.5 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.

3.6 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.

3.7 Industry Protection Fund

The contributions has increased by 6.5% from 12 cents to **13** cents per employee per week, payable by the employer and remains unchanged at 12 cents per employee payable by each employee.

4. 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.

5. SCHEDULE OF DEDUCTIONS

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

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)

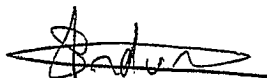
A separate circular is being distributed to all establishments in the non-metro areas, nationally.

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

NORTHERN CHAMBER

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INFORMATION SCHEDULE

CLOTHING SECTOR (including MILLINERY)

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 EFFECTIVE FROM 1 SEP 2011 TO 31 AUG 2012

COUNCIL LEVIES	PROVIDENT FUND		INDUSTRY PROTECTION FUND	SACTWU SUBS. <i>(for Union members ONLY)</i>	SACTWU HIV/AIDS PROJECT	EMPLOYER AGENCY SHOP FEE
	Employee	Employer				
Employee: R1.71 per week.	5,75% of each individual contributor's basic wage, calculated to the nearest cent. Payable to: Clothing Industry (Northern Chamber) Provident Fund.	6,5% of each individual contributor's basic wage, calculated to the nearest cent. Bank : Standard Bank Johannesburg Branch Account No: 000038628 Branch Code: 00020500.	12 cents per week Payable by THE EMPLOYEE BY MEANS OF A DEDUCTION FROM AN EMPLOYEE'S WAGES <u>Plus</u> 13 cents payable by the employer 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	39 cents per week Payable by EMPLOYER ONLY	60 or fewer employees: Lump sum of R250,00 p.m. (incl VAT) ----- 61 and more employees: R4,25 per employee p.m. (incl VAT)
Employer: R1.85 per week.				No deduction made if contributor has worked for less than 20 hours in the week in which the deduction falls due.	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	27 cents per week Payable by EMPLOYER ONLY i.r.o each employee to whom this Agreement of the Council applies	

MEDICAL BENEFIT SOCIETY		SICK PAY FUND	
Employee	Employer	Employee	Employer
R11,03 per week	R11,44 per week	R3,48 per week	R5,62 per week

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

	PAYABLE TO:	PAYMENT METHOD :
Council Levies	The Secretary National Bargaining Council for the Clothing Manufacturing Industry (Northern Areas Chamber) P O Box 5101 Johannesburg 2000	Cheques payable to: NBC Clothing – Northern Areas OR direct deposit into bank account, as follows: Bank: Nedbank Branch: Siemert Road Branch Code: 19 23 05 Account No: 1923053833
Medical Benefit Society Contributions		
Sick Pay Fund Contributions		
Industry Protection Fund		
Provident Fund Contributions		
Agency Shop Fee		
SACTWU Subscriptions, Bursary Fund & HIV/AIDS Project Contributions		

**NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY
NORTHERN REGION (CLOTHING) 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		Wage per week from 01 Sep 2010 to 31 Aug 2011	Across the Board Increase 6.5%	Wage per week from 01 Sep 2010 to 31 Aug 2011	New Employees 70%
		R	R	R	R
(A)	Pattern Maker and/or Grader:				
	(i) Qualified:	1336.40	86.90	1423.30	996.30
	(ii) Learners:				
	first six months of experience	481.30	31.30	512.60	358.80
	second six months of experience	623.00	40.50	663.50	464.50
	third six months of experience	766.60	49.80	816.40	571.50
	fourth six months of experience	897.40	58.30	955.70	669.00
	fifth six months of experience	1053.10	68.50	1121.60	785.10
	next four months of experience	1196.10	77.70	1273.80	891.70
	Thereafter, the wage specified in (A)(i) i.e.	1336.40	86.90	1423.30	996.30
(B)	Marker-In:				
	(i) Qualified:	1109.60	72.10	1181.70	827.20
	(ii) Learners:				
	first six months of experience	481.30	31.30	512.60	358.80
	second six months of experience	585.20	38.00	623.20	436.20
	third six months of experience	690.20	44.90	735.10	514.60
	fourth six months of experience	795.10	51.70	846.80	592.80
	fifth six months of experience	900.00	58.50	958.50	670.90
	next four months of experience	1005.10	65.30	1070.40	749.30
	Thereafter, the wage specified in (B)(i) i.e.	1109.60	72.10	1181.70	827.20
(C)	Mechanic:				
	(i) Qualified:	1082.30	70.30	1152.60	806.80
	(ii) Learners:				
	first six months of experience	481.30	31.30	512.60	358.80
	second six months of experience	547.00	35.60	582.60	407.80
	third six months of experience	614.10	39.90	654.00	457.80
	fourth six months of experience	681.00	44.30	725.30	507.70
	fifth six months of experience	748.30	48.60	796.90	557.80
	sixth six months of experience	814.60	52.90	867.50	607.30
	seventh six months of experience	881.90	57.30	939.20	657.40
	eighth six months of experience	948.70	61.70	1010.40	707.30
	next four months of experience	1015.80	66.00	1081.80	757.30
	Thereafter, the wage specified in (C)(i) i.e.	1082.30	70.30	1152.60	806.80
(D)	Chopper Out, Cutter and/or Re-Cutter, Negative Maker, Screen Maker (Engraver), Screen Printer, Sample Cutter:				
	(i) Qualified:	803.80	52.20	856.00	599.20
	(ii) Learners:				
	first six months of experience	481.30	31.30	512.60	358.80
	second six months of experience	561.30	36.50	597.80	418.50

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

DESCRIPTION		Wage per week from 01 Sep 2010 to 31 Aug 2011	Across the Board Increase 6.5%	Wage per week from 01 Sep 2010 to 31 Aug 2011	New Employees 70%
		R	R	R	R
	third six months of experience	642.40	41.80	684.20	478.90
	next four months of experience	724.10	47.10	771.20	539.80
	Thereafter, the wage specified in (D)(i) i.e.	803.80	52.20	856.00	599.20
*(E1)	Sample Machinist:	799.30	52.00	851.30	595.90
(E)(a)	Sewing Machinist:				
	(i) Qualified:	694.70	45.20	739.90	517.90
	(ii) Learners:				
	first six months of experience	481.30	31.30	512.60	358.80
	second six months of experience	534.00	34.70	568.70	398.10
	third six months of experience	586.70	38.10	624.80	437.40
	Thereafter, the wage specified in (E)(i) i.e.	694.70	45.20	739.90	517.90
(E)(b)	Finisher, Operator of a Linking, Overlocking and/or Sewing Machine; Invisible Mender Embroiderer, Embroidery Machinist (other than embroidery machine minder); Fagotter, Beader and/or Pleater by hand, Baster, Shaper, Fitter up; Checker, Presser of Garments, Assistant Screen Maker (Engraver), Assistant Screen Printer, Darkroom Assistant, Mixing and Filtering Operator, Oven and Curing Operator, Screen Controller, Screen Preparer, Squeegee Preparer and Despatch Packer:				
	(i) Qualified:	694.70	45.20	739.90	517.90
	(ii) Learners:				
	first six months of experience	481.30	31.30	512.60	358.80
	second six months of experience	534.00	34.70	568.70	398.10
	third six months of experience	586.70	38.10	624.80	437.40
	next four months of experience	642.60	41.80	684.40	479.10
	Thereafter, the wage specified in (E)(i) i.e.	694.70	45.20	739.90	517.90
(F1)	Machinist promoted to Assistant Supervisor:				
	(i) Qualified:	825.70	53.70	879.40	615.60
	(ii) Learners:				
	first six months of experience	694.70	45.20	739.90	517.90
	second six months of experience	739.90	48.10	788.00	551.60
	third six months of experience.	783.50	50.90	834.40	584.10
	Thereafter, the wage specified in (F1)(i) i.e	825.70	53.70	879.40	615.60
(F)	Asst Supervisor, other than a Machinist promoted to Asst. Supervisor; Despatch/Factory Clerk and Storeman:				
	(i) Qualified:	825.70	53.70	879.40	615.60
	(ii) Learners:				
	first six months of experience	481.30	31.30	512.60	358.80
	second six months of experience	567.10	36.90	604.00	422.80
	third six months of experience	653.40	42.50	695.90	487.10
	next four months of experience	740.60	48.10	788.70	552.10

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

DESCRIPTION		Wage per week from 01 Sep 2010 to 31 Aug 2011	Across the Board Increase 6.5%	Wage per week from 01 Sep 2010 to 31 Aug 2011	New Employees 70%
		R	R	R	R
	Thereafter, the wage specified in (F)(i) i.e.	825.70	53.70	879.40	615.60
(G)	Other Pressers, not provided for elsewhere; Underpresser; Presser of shirts, ties, pyjamas and other nightwear, hats, caps, underwear, knitwear, aprons, overalls and blouses without lace, embroidery, tucks and handmade pleats; Machine belt-fixer; Maintenance Assistance; Layer-up; Plain Sewer; Operator of a button covering, zip tacking and/or pleating machine; an employee engaged on the Trubenizing of collars and/or Clicker and Shaper by template; General worker; Applique Cutter; Tracer and/or Marker and/or Framer; Pleater and Embroidery Machine Minder:				
	(i) Qualified:	576.40	37.50	613.90	429.70
	(ii) Learners:				
	first six months of experience	481.30	31.30	512.60	358.80
	second six months of experience	504.60	32.80	537.40	376.20
	third six months of experience	528.30	34.30	562.60	393.80
	next four months of experience	552.00	35.90	587.90	411.50
	Thereafter, the wage specified in (G)(i) i.e.	576.40	37.50	613.90	429.70
(H1)	Foreman:	1823.20	118.50	1941.70	1359.20
(H2)	Supervisor, Assistant Foreman, Head Cutter:	994.40	64.60	1059.00	741.30
(H3)	Artisan:	2081.40	135.30	2216.70	1551.70
(H4)	Labourer, Scooter Driver and/or Boiler Attendant:	640.50	41.60	682.10	477.50
(H5)	Watchman:	740.10	48.10	788.20	551.70
(H6)	Driver (Light Motor Vehicle):	729.60	47.40	777.00	543.90
(H7)	Driver (Medium Motor Vehicle):	780.00	50.70	830.70	581.50
	Sample machinist. Any employee when called upon to perform the duties of a sample machinist, shall, while so employed be paid the wage of a sample machinist: Provided that such wage shall not be subject to the provision of clause 4 (2) (a) of this Agreement				

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

WAGES-GROUP B (i.e Employers NOT contributing to the Productivity Incentive Scheme)					
DESCRIPTION		Wage Per Week from 01 Sep 2010 to 31 Aug 2011	Across the Board Increase 6.5%	Wage Per Week from 01 Sep 2011 to 31 Aug 2012	New Employees 70%
		R	R	R	R
(A)	Pattern Maker and/or Grader:				
	(i) Qualified:	1342.60	87.30	1429.90	1000.90
	(ii) Learners:				
	first six months of experience	483.50	31.40	514.90	360.40
	second six months of experience	625.90	40.70	666.60	466.60
	third six months of experience	770.20	50.10	820.30	574.20
	fourth six months of experience	901.50	58.60	960.10	672.10
	fifth six months of experience	1058.10	68.80	1126.90	788.80
	next four months of experience	1201.70	78.10	1279.80	895.90
	Thereafter, the wage specified in (A)(i) i.e.	1342.60	87.30	1429.90	1000.90
(B)	Marker-In:				
	(i) Qualified:	1114.80	72.50	1187.30	831.10
	(ii) Learners:				
	first six months of experience	483.50	31.40	514.90	360.40
	second six months of experience	588.00	38.20	626.20	438.30
	third six months of experience	693.40	45.10	738.50	516.90
	fourth six months of experience	798.90	51.90	850.80	595.60
	fifth six months of experience	904.30	58.80	963.10	674.20
	next four months of experience	1009.80	65.60	1075.40	752.80
	Thereafter, the wage specified in (B)(i) i.e.	1114.80	72.50	1187.30	831.10
(C)	Mechanic:				
	(i) Qualified:	1087.30	70.70	1158.00	810.60
	(ii) Learners:				
	first six months of experience	483.50	31.40	514.90	360.40
	second six months of experience	549.50	35.70	585.20	409.60
	third six months of experience	617.00	40.10	657.10	460.00
	fourth six months of experience	684.20	44.50	728.70	510.10
	fifth six months of experience	751.80	48.90	800.70	560.50
	sixth six months of experience	818.30	53.20	871.50	610.00
	seventh six months of experience	886.00	57.60	943.60	660.50
	eighth six months of experience	953.20	62.00	1015.20	710.60
	next four months of experience	1020.60	66.30	1086.90	760.80
	Thereafter, the wage specified in (C)(i) i.e.	1087.30	70.70	1158.00	810.60
(D)	Chopper Out, Cutter and/or Re-Cutter, Negative Maker, Screen Maker (Engraver), Screen Printer, Sample Cutter:				
	(i) Qualified:	807.60	52.50	860.10	602.10
	(ii) Learners:				
	first six months of experience	483.50	31.40	514.90	360.40
	second six months of experience	563.90	36.70	600.60	420.40

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

DESCRIPTION		Wage Per Week from 01 Sep 2010 to 31 Aug 2011	Across the Board Increase 6.5%	Wage Per Week from 01 Sep 2011 to 31 Aug 2012	New Employees 70%
		R	R	R	R
	third six months of experience	645.50	42.00	687.50	481.20
	next four months of experience	727.50	47.30	774.80	542.40
	Thereafter, the wage specified in (D)(i) i.e.	807.60	52.50	860.10	602.10
*(E1)	Sample Machinist:	803.00	52.20	855.20	598.60
(E)(a)	Sewing Machinist:				
	(i) Qualified:	698.00	45.40	743.40	520.40
	(ii) Learners:				
	first six months of experience	483.50	31.40	514.90	360.40
	second six months of experience	536.50	34.90	571.40	400.00
	third six months of experience	589.50	38.30	627.80	439.50
	Thereafter, the wage specified in (E)(i) i.e.	698.00	45.40	743.40	520.40
(E)(b)	Finisher, Operator of a Linking, Overlocking and/or Sewing Machine; Invisible Mender Embroiderer, Embroidery Machinist (other than embroidery machine minder); Fagotter, Beader and/or Pleater by hand, Baster, Shaper, Fitter up; Checker, Presser of Garments, Assistant Screen Maker (Engraver), Assistant Screen Printer, Darkroom Assistant, Mixing and Filtering Operator, Oven and Curing Operator, Screen Controller, Screen Preparer, Squeegee Preparer and Despatch Packer:				
	(i) Qualified:	698.00	45.40	743.40	520.40
	(ii) Learners:				
	first six months of experience	483.50	31.40	514.90	360.40
	second six months of experience	536.50	34.90	571.40	400.00
	third six months of experience	589.50	38.30	627.80	439.50
	next four months of experience	645.60	42.00	687.60	481.30
	Thereafter, the wage specified in (E)(i) i.e.	698.00	45.40	743.40	520.40
(F1)	Machinist promoted to Assistant Supervisor:				
	(i) Qualified:	829.60	53.90	883.50	618.40
	(ii) Learners:				
	first six months of experience	698.00	45.40	743.40	520.40
	second six months of experience	743.40	48.30	791.70	554.20
	third six months of experience.	787.20	51.20	838.40	586.90
	Thereafter, the wage specified in (F1)(i) i.e.	829.60	53.90	883.50	618.40
(F)	Asst Supervisor, other than a Machinist promoted to Asst. Supervisor; Despatch/Factory Clerk and Storeman:				
	(i) Qualified:	829.60	53.90	883.50	618.40
	(ii) Learners:				
	first six months of experience	483.50	31.40	514.90	360.40
	second six months of experience	569.80	37.00	606.80	424.80
	third six months of experience	656.50	42.70	699.20	489.40

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

DESCRIPTION		Wage Per Week from 01 Sep 2010 to 31 Aug 2011	Across the Board Increase 6.5%	Wage Per Week from 01 Sep 2011 to 31 Aug 2012	New Employees 70%
		R	R	R	R
	next four months of experience	744.00	48.40	792.40	554.70
	Thereafter, the wage specified in (F)(i) i.e.	829.60	53.90	883.50	618.40
(G)	Other Pressers, not provided for elsewhere; Underpresser; Presser of shirts, ties, pyjamas and other nightwear, hats, caps, underwear, knitwear, aprons, overalls and blouses without lace, embroidery, tucks and handmade pleats; Machine belt-fixer; Maintenance Assistance; Layer-up; Plain Sewer; Operator of a button covering, zip tacking and/or pleating machine; an employee engaged on the Trubenizing of collars and/or Clicker and Shaper by template; General worker; Applique Cutter; Tracer and/or Marker and/or Framer; Pleater and				
	(i) Qualified:	579.10	37.60	616.70	431.70
	(ii) Learners:				
	first six months of experience	483.50	31.40	514.90	360.40
	second six months of experience	506.90	32.90	539.80	377.90
	third six months of experience	530.80	34.50	565.30	395.70
	next four months of experience	554.50	36.00	590.50	413.30
	Thereafter, the wage specified in (G)(i) i.e.	579.10	37.60	616.70	431.70
(H1)	Foreman:	1831.80	119.10	1950.90	1365.60
(H2)	Supervisor, Assistant Foreman, Head Cutter:	999.10	64.90	1064.00	744.80
(H3)	Artisan:	2091.10	135.90	2227.00	1558.90
(H4)	Labourer, Scooter Driver and/or Boiler Attendant:	643.50	41.80	685.30	479.70
(H5)	Watchman:	743.60	48.30	791.90	554.30
(H6)	Driver (Light Motor Vehicle):	733.00	47.60	780.60	546.40
(H7)	Driver (Medium Motor Vehicle):	783.60	50.90	834.50	584.10
	Sample machinist. Any employee when called upon to perform the duties of a sample machinist, shall, while so employed be paid the wage of a sample machinist: Provided that such wage shall not be subject to the provision of clause 4 (2) (a) of this Agreement				

**NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY NORTHERN
REGION (MILLINERY) 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		Wage per week from 01 Sep 2010 to 31 Aug 2011	Across the Board Increase 6.5%	Wage per week from 01 Sep 2011 to 31 Aug 2012	New Employees 70%
		R	R	R	R
(a)	Supervisor:	1,121.70	72.90	1194.60	836.20
(b)	Milliner (Upgrade to Trimmer):				
	(i) Qualified	889.70	57.80	947.50	663.30
	(ii) Learners:				
	first six months of experience	630.30	41.00	671.30	469.90
	second six months of experience	689.20	44.80	734.00	513.80
	third six months of experience	756.70	49.20	805.90	564.10
	next four months of experience	839.20	54.50	893.70	625.60
	Thereafter, the wage specified in (b)(i) i.e.	889.60	57.80	947.40	663.20
(c)	(1) Blocker-Front (Upgrade from Assistant Blocker):				
	(i) Qualified:	748.60	48.70	797.30	558.10
	(ii) Learners:				
	first six months of experience	620.50	40.30	660.80	462.60
	second six months of experience	640.60	41.60	682.20	477.50
	third six months of experience	681.00	44.30	725.30	507.70
	next four months of experience	712.70	46.30	759.00	531.30
	Thereafter, the wage specified in (c)(1)(i) i.e.	748.60	48.70	797.30	558.10
	(2) Driver:	748.60	48.70	797.30	558.10
	Machine Operator & Chopper-Out:				
	(i) Qualified:	692.70	45.00	737.70	516.40
	(ii) Learners:				
	first six months of experience	436.80	28.40	465.20	325.60
	second six months of experience	499.20	32.40	531.60	372.10
	third six months of experience	534.50	34.70	569.20	398.40
	next four months of experience	617.00	40.10	657.10	460.00
	Thereafter, the wage specified in (d)(i) i.e.	692.70	45.00	737.70	516.40
(e)	Trimmer/General Worker/Labourer/Assistant Blocker:				
	(i) Qualified:	590.40	38.40	628.80	440.20
	(ii) Learners:				
	first six months of experience	436.80	28.40	465.20	325.60
	second six months of experience	478.70	31.10	509.80	356.90
	third six months of experience	514.10	33.40	547.50	383.30
	next four months of experience	553.10	36.00	589.10	412.40
	Thereafter, the wage specified in (e)(i) i.e.	590.40	38.40	628.80	440.20
(f)	Boiler Attendant & Watchman:	645.80	42.00	687.80	481.50

**NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY
NORTHERN REGION (MILLINERY) NEW WAGE RATES NEGOTIATED BY THE PARTIES
FOR THE PERIOD 1 SEPTEMBER 2011 TO 31 AUGUST 2012**

Wages- Group B (i.e Employers NOT contributing to the Productivity Incentive Scheme)					
		Wage per Week from 01 Sep 2010 to 31 Aug 2011	Across the Board Increase 6.5%	Wage per Week from 01 Sep 2011 to 31 Aug 2012	New Employees 70%
		R	R	R	R
(a)	Supervisor:	1124.30	73.10	1197.40	838.20
(b)	Milliner (Upgrade to Trimmer):				
	(i) Qualified	891.80	58.00	949.80	664.90
	(ii) Learners:				
	first six months of experience	631.80	41.10	672.90	471.00
	second six months of experience	690.80	44.90	735.70	515.00
	third six months of experience	758.50	49.30	807.80	565.50
	next four months of experience	841.20	54.70	895.90	627.10
	Thereafter, the wage specified in (b)(i) i.e.	891.70	58.00	949.70	664.80
(c)	(1) Blocker-Front (Upgrade from Assistant Blocker):				
	(i) Qualified:	750.40	48.80	799.20	559.40
	(ii) Learners:				
	first six months of experience	622.00	40.40	662.40	463.70
	second six months of experience	642.10	41.70	683.80	478.70
	third six months of experience	682.60	44.40	727.00	508.90
	next four months of experience	714.40	46.40	760.80	532.60
	Thereafter, the wage specified in (c)(1)(i) i.e.	750.40	48.80	799.20	559.40
	(2) Driver:	750.40	48.80	799.20	559.40
	Machine Operator & Chopper-Out:				
	(i) Qualified:	694.40	45.10	739.50	517.60
	(ii) Learners:				
	first six months of experience	437.80	28.50	466.30	326.40
	second six months of experience	500.30	32.50	532.80	373.00
	third six months of experience	535.80	34.80	570.60	399.40
	next four months of experience	618.40	40.20	658.60	461.00
	Thereafter, the wage specified in (d)(i) i.e.	694.40	45.10	739.50	517.60
(e)	Trimmer/General Worker/Labourer/Assistant Blocker:				
	(i) Qualified:	591.80	38.50	630.30	441.20
	(ii) Learners:				
	first six months of experience	437.80	28.50	466.30	326.40
	second six months of experience	479.90	31.20	511.10	357.80
	third six months of experience	515.40	33.50	548.90	384.20
	next four months of experience	554.40	36.00	590.40	413.30
	Thereafter, the wage specified in (e)(i) i.e.	591.80	38.50	630.30	441.20
(f)	Boiler Attendant & Watchman:	647.40	42.10	689.50	482.60