



NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY

NORTHERN CHAMBER

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CIRCULAR NO. NC/02/2011

Telephone Enquiries : Labour Affairs Department

06 October 2011

TO : ALL EMPLOYERS SUBJECT TO PART E OF THE COUNCIL'S NATIONAL MAIN COLLECTIVE AGREEMENT (NORTHERN REGION (KNITTING) 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 Garment Knitting establishments situated within the Municipal Area of Pretoria and the Magisterial Districts of Alberton, Benoni, Germiston, Johannesburg and Roodepoort)

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%**. **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 Northern Metro Region (Knitting) (Part E 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 19 cents from R2,89 to R3,07 per week, whilst the employer contribution rate increases by 16 cents from R2,47 to R2,63 per week. These now are:

Employee	:	R3,07
Employer	:	R2,63

3.2 **Medical Benefit Society**

The employee contribution rate to the Medical Benefit Society increases by 54 cents from R8,37 to R8,91 per week, whilst the employer contribution rate increases by 60 cents from R9,24 to R9,84 per week. These now are:

Member	Employee	:	R8,91
	Employer	:	R9,84
Spouse	Employee	:	R8,91
	Employer	:	R9,84

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 **0.21%**. 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 **26** 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 11 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:

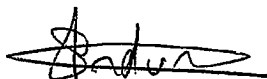
- 7.1 Establish a new training and productivity entity for the industry;
- 7.2. Establish a representative working group whose initial mandate is to meet sufficiently often enough in order to conclude an agreement on the role, structure, budget and source/s of funding for such an entity;
- 7.3. Jointly 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. 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



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NORTHERN CHAMBER

Address: 1st Floor, Garment Centre, 148 Kerk Street, Johannesburg 2001
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INFORMATION SCHEDULE

KNITTING SECTOR

**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 HIV/AIDS PROJECT	EMPLOYER AGENCY SHOP FEE
	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.	12 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	39 cents per week Payable by EMPLOYER ONLY	60 or fewer employees: Lump sum of R250,00 p.m. (incl VAT)
Employer R1.85 Per week.	Payable to Clothing Industry (Northern Chamber) Provident Fund	Bank: Standard Bank Johannesburg Branch Account No: 000038628 Branch Code: 00020500	Payable by THE EMPLOYER AND BY MEANS OF A DEDUCTION FROM AN EMPLOYEE'S WAGES PLUS 13 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	SACTWU BURSARY FUND 26 cents per week Payable by EMPLOYER ONLY i.r.o each employee to whom this Agreement of the Council applies.	61 and more employees: R4,25 per employee p.m. (incl VAT)
	No deduction made if contributor has worked for less than 20 hours in the week in which the deduction falls due.					

MEDICAL BENEFIT SOCIETY		SICK PAY FUND	
Employee	Employer	Employee	Employer
R8,91 per week	R9,84 per week	R3,07 per week	R2,63 per week

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

	PAYABLE TO:	PAYMENT METHOD :
Council Levies Medical Benefit Society Contributions Sick Pay Fund 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 Chamber) P O Box 5101 Johannesburg 2000	Cheques payable to: NBC Knitting – Northern Areas OR direct deposit into bank account, as follows: Bank: First National Bank Branch: Siemert Road Branch Code: 25 23 05 Account No: 50680059406

**NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY
NORTHERN REGION (KNITTING) 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
(i)	Foreman:	1386.40	90.10	1476.50	1033.50
(ii)	Dyer: (See (iv) below)				
(iii)	Storeman:				
	(i) Qualified:	1334.60	86.70	1421.30	994.90
	(ii) Learners:				
	first six months of experience	481.80	31.30	513.10	359.20
	second six months of experience	695.00	45.20	740.20	518.10
	third six months of experience	908.20	59.00	967.20	677.00
	next four months of experience	1121.40	72.90	1194.30	836.00
	Thereafter, the wage specified in (iii)(i) i.e.	1334.60	86.70	1421.30	994.90
(iv)	Mechanic/Dyer:				
	(i) Qualified:	1386.40	90.10	1476.50	1033.50
	(ii) Learners:				
	first six months of experience	481.80	31.30	513.10	359.20
	second six months of experience	572.10	37.20	609.30	426.50
	third six months of experience	662.60	43.10	705.70	494.00
	fourth six months of experience	753.10	49.00	802.10	561.50
	fifth six months of experience	843.70	54.80	898.50	628.90
	sixth six months of experience	933.80	60.70	994.50	696.10
	seventh six months of experience	1024.50	66.60	1091.10	763.80
	eighth six months of experience	1114.90	72.50	1187.40	831.20
	ninth six months of experience	1205.30	78.30	1283.60	898.50
	next four months of experience	1296.20	84.30	1380.50	966.30
	Thereafter, the wage specified in (iv)(i) i.e.	1386.40	90.10	1476.50	1033.50
(v)	Mechanic's Assistant:				
	(i) Qualified:	907.90	59.00	966.90	676.80
	(ii) Learners:				
	first six months of experience	481.80	31.30	513.10	359.20
	second six months of experience	523.90	34.10	558.00	390.60
	third six months of experience	557.00	36.20	593.20	415.20
	fourth six months of experience	609.40	39.60	649.00	454.30
	fifth six months of experience	652.20	42.40	694.60	486.20
	sixth six months of experience	695.10	45.20	740.30	518.20
	seventh six months of experience	737.40	47.90	785.30	549.70
	eighth six months of experience	780.20	50.70	830.90	581.60
	ninth six months of experience	822.60	53.50	876.10	613.30
	next four months of experience	865.40	56.30	921.70	645.20
	Thereafter, the wage specified in (v)(i) i.e.	907.90	59.00	966.90	676.80
(vi)	Supervisor:	959.90	62.40	1022.30	715.60
(vii)	Final Examiner of fully-fashioned garments:	891.30	57.90	949.20	664.40
(viii)	Factory Clerk, Despatch Clerk, Stores Clerk:				

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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
	(i) Qualified	872.80	56.70	929.50	650.60
	(ii) Learners:				
	first six months of experience	481.80	31.30	513.10	359.20
	second six months of experience	579.40	37.70	617.10	432.00
	third six months of experience	677.20	44.00	721.20	504.80
	next four months of experience	775.10	50.40	825.50	577.80
	Thereafter, the wage specified in (viii)(i) i.e.	872.80	56.70	929.50	650.60
(ix)	Knitting Machine Operator, Warp Knitting Machine Operator, Dyer's Assistant, Colouring Mass-Measurer and/or Cutter or Shaper of fully-fashioned garments, Handyman and Warper:				
	(i) Qualified:	872.80	56.70	929.50	650.60
	(ii) Learners:				
	first six months of experience	481.80	31.30	513.10	359.20
	second six months of experience	546.80	35.50	582.30	407.60
	third six months of experience	611.80	39.80	651.60	456.10
	fourth six months of experience	677.20	44.00	721.20	504.80
	fifth six months of experience	742.30	48.20	790.50	553.30
	next four months of experience	807.50	52.50	860.00	602.00
	Thereafter, the wage specified in (ix)(i) i.e.	872.80	56.70	929.50	650.60
(x) (a)	Loader of magazine or comb, Linker, Overlocker other than an overlocker of seconds in socks, Mender and Plain Sewer:				
	(i) Qualified:	761.50	49.50	811.00	567.70
	(ii) Learners:				
	first six months of experience	481.80	31.30	513.10	359.20
	second six months of experience	551.40	35.80	587.20	411.00
	third six months of experience	621.40	40.40	661.80	463.30
	next four months of experience	691.60	45.00	736.60	515.60
	Thereafter, the wage specified in (x)(i) i.e.	761.50	49.50	811.00	567.70
(x) (b)	Sewing Machinist including a button, buttonhole and hemming machinist:				
	(i) Qualified:	761.50	49.50	811.00	567.70
	(ii) Learners:				
	first six months of experience	481.80	31.30	513.10	359.20
	second six months of experience	551.40	35.80	587.20	411.00
	third six months of experience	621.40	40.40	661.80	463.30
	Thereafter, the wage specified in (x)(i) i.e.	761.50	49.50	811.00	567.70
(xi)	Driver of a Motor Vehicle, the unladen mass of which, together with the unladen mass of any trailer or trailers drawn by such vehicle—:				
	(a) does not exceed 453,5 kg	728.00	47.30	775.30	542.70
	(b) exceeds 453,5 kg but not 2 721 kg	859.50	55.90	915.40	640.80
	(c) exceeds 2 721 kg but not 4 535 kg	915.30	59.50	974.80	682.40

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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
	(d) exceeds 4 535 kg	993.30	64.60	1057.90	740.50
(xii)	Security Officer:	1112.00	72.30	1184.30	829.00
(xiii)	Watchman:	858.00	55.80	913.80	639.70
(xiv)	Employee not elsewhere specified:				
	(i) Qualified:	893.30	58.10	951.40	666.00
	(ii) Learners:				
	first six months of experience	481.80	31.30	513.10	359.20
	second six months of experience	584.50	38.00	622.50	435.80
	third six months of experience	687.60	44.70	732.30	512.60
	next four months of experience	790.30	51.40	841.70	589.20
	Thereafter, the wage specified in (xiv)(i) i.e.	893.30	58.10	951.40	666.00
(xv)	Seamer, Mender of socks, Sorter, Cleaner (i.e. an employee engaged in cleaning garments and/or fabrics), Grader, Sampler (i.e. an employee engaged in the making up of sample cards), Winder, Overlocker for seconds in socks and/or Examiner of knitted fabrics and articles, Backwinder, Drawthreader, Pre-and Post-boarder or Former, Precutter, Presser, Turner, Operator of calender, slitting, setting or steaming machine, Operator of brushing, raising and/or cropping machine, Operator of dye machine, Operator of drying and/or hydro-extracting machine, employee engaged in Transferring and/or Labelling, Trimming off surplus threads, Folding, Carding and/or Packing, Waxring Maker, Boiler Attendant, Creeler, Teamaker, Despatch Packer, Parcel Maker, General Worker and	727.10	47.30	774.40	542.10
(xvi)	General Worker/Traveller's Assistant, Cloakroom Supervisor and/or Attendant, Teamaker employed after 30-06-1987:	625.90	40.70	666.60	466.60
(xvii)	All employees classified in (xv) and who were employed after 30-06-1987, other than general worker, traveller's assistant, cloakroom supervisor and/or attendant and teamaker:				
	(i) Qualified:	625.90	40.70	666.60	466.60
	(ii) Learners:				
	first six months of experience	481.80	31.30	513.10	359.20
	second six months of experience	529.60	34.40	564.00	394.80
	third six months of experience	578.00	37.60	615.60	430.90
	Thereafter, the wage specified in (xvii) (i) i.e.	625.90	40.70	666.60	466.60

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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
(i)	Foreman:	1392.90	90.50	1483.40	1038.40
(ii)	Dyer: (See (iv) below)				
(iii)	Storeman:				
	(i) Qualified:	1340.70	87.10	1427.80	999.50
	(ii) Learners:				
	first six months of experience	484.00	31.50	515.50	360.80
	second six months of experience	698.20	45.40	743.60	520.50
	third six months of experience	912.50	59.30	971.80	680.30
	next four months of experience	1126.60	73.20	1199.80	839.90
	Thereafter, the wage specified in (iii)(i) i.e.	1340.70	87.10	1427.80	999.50
(iv)	Mechanic/Dyer:				
	(i) Qualified:	1392.90	90.50	1483.40	1038.40
	(ii) Learners:				
	first six months of experience	484.00	31.50	515.50	360.80
	second six months of experience	574.70	37.40	612.10	428.50
	third six months of experience	665.60	43.30	708.90	496.20
	fourth six months of experience	756.50	49.20	805.70	564.00
	fifth six months of experience	847.60	55.10	902.70	631.90
	sixth six months of experience	938.20	61.00	999.20	699.40
	seventh six months of experience	1029.30	66.90	1096.20	767.30
	eighth six months of experience	1120.20	72.80	1193.00	835.10
	ninth six months of experience	1210.80	78.70	1289.50	902.70
	next four months of experience	1302.20	84.60	1386.80	970.80
	Thereafter, the wage specified in (iv)(i) i.e.	1392.90	90.50	1483.40	1038.40
(v)	Mechanic's Assistant:				
	(i) Qualified:	912.00	59.30	971.30	679.90
	(ii) Learners:				
	first six months of experience	484.00	31.50	515.50	360.80
	second six months of experience	526.20	34.20	560.40	392.30
	third six months of experience	569.80	37.00	606.80	424.80
	fourth six months of experience	612.20	39.80	652.00	456.40
	fifth six months of experience	655.30	42.60	697.90	488.50
	sixth six months of experience	698.30	45.40	743.70	520.60
	seventh six months of experience	740.80	48.20	789.00	552.30
	eighth six months of experience	783.70	50.90	834.60	584.20
	ninth six months of experience	826.40	53.70	880.10	616.10
	next four months of experience	869.40	56.50	925.90	648.10
	Thereafter, the wage specified in (v)(i) i.e.	912.00	59.30	971.30	679.90
(vi)	Supervisor:	964.40	62.70	1027.10	719.00
(vii)	Final Examiner of fully-fashioned garments:	895.50	58.20	953.70	667.60
(viii)	Factory Clerk, Despatch Clerk, Stores Clerk:				
	(i) Qualified	876.90	57.00	933.90	653.70

**NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY
NORTHERN REGION (KNITTING) 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
	(ii) Learners:				
	first six months of experience	484.00	31.50	515.50	360.80
	second six months of experience	582.10	37.80	619.90	433.90
	third six months of experience	680.30	44.20	724.50	507.10
	next four months of experience	778.70	50.60	829.30	580.50
	Thereafter, the wage specified in (viii)(i) i.e.	876.90	57.00	933.90	653.70
(ix)	Knitting Machine Operator, Warp Knitting Machine Operator, Dyer's Assistant, Colouring Mass-Measurer and/or Cutter or Shaper of fully-fashioned garments, Handyman and Warper:				
	(i) Qualified:	876.90	57.00	933.90	653.70
	(ii) Learners:				
	first six months of experience	484.00	31.50	515.50	360.80
	second six months of experience	549.20	35.70	584.90	409.40
	third six months of experience	614.60	39.90	654.50	458.10
	fourth six months of experience	680.30	44.20	724.50	507.10
	fifth six months of experience	745.80	48.50	794.30	556.00
	next four months of experience	811.30	52.70	864.00	604.80
	Thereafter, the wage specified in (ix)(i) i.e.	876.90	57.00	933.90	653.70
(x) (a)	Loader of magazine or comb, Linker, Overlocker other than an overlocker of seconds in socks, Mender and Plain Sewer:				
	(i) Qualified:	765.00	49.70	814.70	570.30
	(ii) Learners:				
	first six months of experience	484.00	31.50	515.50	360.80
	second six months of experience	553.90	36.00	589.90	412.90
	third six months of experience	624.30	40.60	664.90	465.40
	next four months of experience	694.70	45.20	739.90	517.90
	Thereafter, the wage specified in (x)(i) i.e.	765.00	49.70	814.70	570.30
(x) (b)	Sewing Machinist including a button, buttonhole and hemming machinist:				
	(i) Qualified:	765.00	49.70	814.70	570.30
	(ii) Learners:				
	first six months of experience	484.00	31.50	515.50	360.80
	second six months of experience	553.90	36.00	589.90	412.90
	third six months of experience	624.30	40.60	664.90	465.40
	Thereafter, the wage specified in (x)(i) i.e.	765.00	49.70	814.70	570.30
(xi)	Driver of a Motor Vehicle, the unladen mass of which, together with the unladen mass of any trailer or trailers drawn by such vehicle—:				
	(a) does not exceed 453,5 kg	731.30	47.50	778.80	545.20
	(b) exceeds 453,5 kg but not 2 721 kg	863.50	56.10	919.60	643.70
	(c) exceeds 2 721 kg but not 4 535 kg	919.50	59.80	979.30	685.50
	(d) exceeds 4 535 kg	998.00	64.90	1062.90	744.00

**NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY
NORTHERN REGION (KNITTING) 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
(xii)	Security Officer:	1117.10	72.60	1189.70	832.80
(xiii)	Watchman:	862.00	56.00	918.00	642.60
(xiv)	Employee not elsewhere specified:				
	(i) Qualified:	897.50	58.30	955.80	669.10
	(ii) Learners:				
	first six months of experience	484.00	31.50	515.50	360.80
	second six months of experience	587.10	38.20	625.30	437.70
	third six months of experience	690.80	44.90	735.70	515.00
	next four months of experience	794.00	51.60	845.60	591.90
	Thereafter, the wage specified in (xiv)(i) i.e.	897.50	58.30	955.80	669.10
(xv)	Seamer, Mender of socks, Sorter, Cleaner (i.e. an employee engaged in cleaning garments and/or fabrics), Grader, Sampler (i.e. an employee engaged in the making up of sample cards), Winder, Overlocker for seconds in socks and/or Examiner of knitted fabrics and articles, Backwinder, Drawthreader, Pre-and Post-boarder or Former, Precutter, Presser, Turner, Operator of calender, slitting, setting or steaming machine, Operator of brushing, raising and/or cropping machine, Operator of dye machine, Operator of drying and/or hydro-extracting machine, employee engaged in Transferring and/or Labelling, Trimming off surplus threads, Folding, Carding and/or Packing, Waxring Maker, Boiler Attendant, Creeler, Teamaker, Despatch Packer, Parcel Maker, General Worker	730.40	47.50	777.90	544.50
(xvi)	General Worker/Traveller's Assistant, Cloakroom Supervisor and/or Attendant, Teamaker employed after 30-06-1987:	628.80	40.90	669.70	468.80
(xvii)	All employees classified in (xv) and who were employed after 30-06-1987, other than general worker, traveller's assistant, cloakroom supervisor and/or attendant and teamaker:				
	(i) Qualified:	628.80	40.90	669.70	468.80
	(ii) Learners:				
	first six months of experience	484.00	31.50	515.50	360.80
	second six months of experience	532.10	34.60	566.70	396.70
	third six months of experience	580.70	37.70	618.40	432.90
	Thereafter, the wage specified in (xvii) (i) i.e.	628.80	40.90	669.70	468.80