



NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY

CAPE CHAMBER

Address: 7th Floor, Industria House, 350 Victoria Road, Salt River 7925

Tel: 021 460 4000 Fax: 021 447 0628 Post: P O Pox 1142, Woodstock 7915 Website: www.nbc.org.za

CIRCULAR NO. CC/04/2011

7 October 2011

Telephone Enquiries : Labour Affairs Department

TO : ALL EMPLOYERS SUBJECT TO PART G OF THE COUNCIL'S NATIONAL MAIN COLLECTIVE AGREEMENT **(COUNTRY AREAS)** WITHIN THE CAPE 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

MAGISTERIAL DISTRICTS OF GEORGE & WORCESTER ONLY

1. INCREASE TO TOTAL LABOUR COST

The Parties to the National Bargaining Council have concluded a Collective Agreement in terms of which the wage increase for the Country Areas with effect from **1 September 2011** (The Agreement shall be back dated to 1 September 2011), rounded off to the nearest 50 cents, **shall be R45 per week with effect from 1 September 2011 for the machinists' and general workers' category and 9.2% for all other job categories respectively 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.

The Agreement will be submitted to the Minister of Labour with a request that it be extended to all employers and employees in the Industry, other than those who are party to the Agreement (i.e., to be extended to all Non-Parties).

Details of the negotiated settlement in respect of the Western Cape Country Areas (Part G of the Council's National Main Collective Agreement) are set out below.

2. NEW EMPLOYEES SHALL BE PAID A WEEKLY WAGE OF 80% OF THE NORMAL RATE OF PAY SUBJECT TO THE FOLLOWING PROVISIONS:

- 2.1 New employees shall be paid a weekly wage of 80% of the rate in non-metro and all other 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.

- (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.

3. NEW CEILING WAGE RATE

The scope of the Cape Country Areas part of the Main Agreement will be adjusted to raise the ceiling wage rate as follows :

Period : 1 September 2011 to 31 August 2012		
ANNUAL	MONTHLY PAID	WEEKLY PAID

R6 0986.00	R5 082.00	R1 173.00
------------	-----------	-----------

4. CONTRIBUTIONS

4.1 Provident Fund

Employer Contribution Rate:

The **Employer's** contribution rate **remains unaltered** at 6,25%.

Employee Contribution Rate:

The **Employees'** contribution rate to the Provident Fund also **remains unaltered** at 6,03%.

Please note that in terms of clause 1(3) of the Provident Fund Agreement, contributions to the Fund must continue in respect of existing contributors as at 31 August 2011 who will earn in excess of the rates reflected in paragraph 2 above.

4.2 Bargaining Council Levy

The Bargaining Council Levy payable by the **employer** remains unchanged at **0.4%**. These percentage contributions are capped at a maximum of **R2.88** of each employees' weekly wage for **employers**, and for **employees**, it is capped at a maximum of **R1.79** per week.

4.3 Across-the-board Increases in Employer Contributions

The following new levies and contribution rates payable by the Employer become applicable wef 1 September 2011:

Category	Old Rate (p.w. per employee) 2010/2011	New Rate Effective 01 Sep 2011 (p.w. per employee) 2011/2012
Industry Protection Fund	16c	17c
SACTWU Capacity Building Fund	31c	34c
SACTWU HIV/AIDS Project	36c	39c
SACTWU Bursary Fund	24c	26c

5. CONSEQUENTIAL CHANGES FOR THE PERIOD 1 SEPTEMBER 2011 TO 31 AUGUST 2012

Wage and salary departments are reminded of the following consequential changes flowing from higher wage rates as well as other changes :

- The **maximum** deduction for Provident Fund from the earnings of **contributors** will be **R84.94** per employee week. The **maximum** Provident Fund contribution rate payable by **employers** will be **R88.04** per employee per week.
- The Trade Union subscription rate for its members has increased to 1% of the member's basic wage rate but 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 remains 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 sent out a separate notice in this regard, on the 3 August 2011.

6. NBC DISPUTE RESOLUTION LEVY

The dispute resolution levy payable by employers who are not members of the Cape Clothing Association has been increased by 9.2%, the new levy for employers who employ 40 or less employees is R110.19 per month and R2.26 per employee per month for employers who employ more than 40 employees.

7. DEVELOPMENTAL MATTERS

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

- 7.1. 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:
 - 7.1.1 The wage differential between metro and non-metro (wage model),
 - 7.1.2 maternity payment benefits for non-metro areas,
 - 7.1.3 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;
 - 7.1.4 family responsibility leave provisions;
 - 7.1.5 roll out of primary health care facilities to non-metro areas;
 - 7.1.6 terms (duration and proportion to permanent employees to contract employees) applicable to contract employees;
 - 7.1.7 conversion of current sick pay provision where applicable to the BCEA provisions as per the provisions of the Western Cape collective agreement;
 - 7.1.8. The terms of an extended (duration) wage agreement.
- 7.2. 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.
- 7.3 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.
- 7.4. 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.
- 7.5 All CCMA member companies shall implement the closed shop with effect from 1 September 2011, where it has not yet been implemented.

8. PRODUCTIVITY AND TRAINING INSTITUTE

The parties hereby agree to:

- 8.1 Establish a new training and productivity entity for the industry;
- 8.2. 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;
- 8.3. 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.

9. WESTERN CAPE PUBLIC HOLIDAYS

9.1 The Western Cape collective agreement to be amended to reflect the wording of the KwaZulu Natal metro agreement wording on payment of public holidays falling during the shutdown of the industry. This parity dispensation shall become binding with effect from the 2011/2012 annual leave period.

9.2 Consequent to the implementation of the provisions of sub-clause 5.1 above, Western Cape employees shall be paid an additional two (2) days' paid leave for the 2011/2012 annual leave period.

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 the **Cape Clothing Association** should be directed to their Association. In the case of non-party establishments, enquiries should be directed to this Chamber's Labour Affairs Department on tel no (021) 460-4000.

Yours faithfully,



L DEETLEFS
ACTING REGIONAL SECRETARY



NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY

CAPE CHAMBER

Address: 7th Floor, Industria House, 350 Victoria Road, Salt River 7925
Tel: 021 460 4000 Fax: 021 447 0628 Post: P O Pox 1142, Woodstock 7915 Website: www.nbc.org.za

INFORMATION SCHEDULE

WESTERN CAPE COUNTRY AREAS (GEORGE AND WORCESTER)

DEDUCTIONS AND CONTRIBUTIONS DUE TO THE CAPE 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)

CONTRIBUTIONS EFFECTIVE FROM 1 SEPTEMBER 2011 TO 31 AUGUST 2012

Payable in respect of employees earning up to R1 173.00 p.w. or R5 082.00 p.m.

COUNCIL LEVIES	PROVIDENT FUND (PF) <i>Payable in respect of all members of the PF, i.e. members earning within the ceiling rate, and those members earning above these rates if they are already members as at 31 Aug 11</i>		INDUSTRY PROTECTION FUND	SACTWU CONTRIBUTIONS		COLLECTIVE BARGAINING DISPUTE RESOLUTION LEVY
	Deductions from EMPLOYEES' Wages	Payable by EMPLOYER only		Deductions from EMPLOYEES' Wages	Payable by EMPLOYER only	
<p>An amount equal to</p> <p>0.4% of each employee's wages per week Payable by the EMPLOYER</p> <p>Up to a maximum of R2.88 and</p> <p>0.3% of each employee's wages per week payable by means of a deduction from the EMPLOYEE'S wages</p> <p>Up to a maximum of R1.79</p>	<p>6,03% of each individual contributor's actual basic wage rate with a maximum of R84.95 per week</p>	<p>6,25% of each individual contributor's actual basic wage rate with a maximum of R88.04 per week</p>	<p>17 cents per week Payable by the EMPLOYER</p> <p>-----</p> <p>12 cents per week Payable by means of a deduction from the EMPLOYEE'S wages</p>	<p><u>Trade Union Subscription</u></p> <p>1% of each individual Trade Union member's basic wage rate plus R1,80 with a total minimum of R8.40 per week and a total maximum of R13.95 per week or</p> <p><u>Agency Fee iro non-Trade Union Employees</u></p> <p>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</p>	<p><u>Capacity Building Fund</u></p> <p>34 cents per employee per week</p> <p><u>HIV/AIDS Project</u></p> <p>39 cents per employee per week</p> <p><u>SACTWU Bursary Fund</u></p> <p>26 cents p.w i.r.o. each Trade Union member</p>	<p>Payable only by EMPLOYERS who are not members of the Cape Clothing Association:</p> <p>40 or fewer employees: Lump sum of R110.19 p.m. (incl VAT)</p> <p style="text-align: center;">or</p> <p>more than 40 employees: R2.26 per employee p.m. plus VAT on total</p>

PAYMENTS TO THE WESTERN CAPE SUB-CHAMBER DUE BY 14TH DAY OF ENSUING MONTH:

	ADDRESSED TO:	PAYMENT METHOD :
Council Levies Health Care Fund Contributions Industry Protection Fund Collective Bargaining Dispute Resolution Levy: NON-PARTY EMPLOYERS ONLY SACTWU Subscriptions(or Agency fee iro non-union employees), Bursary Fund, Capacity Building Fund & HIV/AIDS Project Contributions	The Regional Secretary National Bargaining Council for the Clothing Manufacturing Industry (Cape Chamber) P O Box 1142 Woodstock 7915	Cheques payable to: NBC Clothing – Western Cape OR direct deposit into bank account, as follows: Bank: Standard Bank Branch: Thibault Square Branch Code: 02 09 09 Acc No: 07 122 315 0

PAYMENTS TO THE WESTERN CAPE SUB-CHAMBER DUE BY 14TH DAY OF ENSUING MONTH:

PROVIDENT FUND CONTRIBUTIONS	ADDRESSED TO:	PAYMENT METHOD :
Employer and employee provident fund contributions are to be paid into the Provident Fund Bank Account as Provided.	The Regional Secretary National Bargaining Council for the Clothing Manufacturing Industry (Cape Chamber) P O Box 1142 Woodstock 7915	Cheques payable to: Cape Clothing Industry Provident Fund OR direct deposit into bank account, as follows: Bank: Standard Bank Branch: Victoria Road Branch Code: 02 09 09 Acc No: 07 122 3169

**PART G : NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY
CAPE CHAMBER - COUNTRY AREAS COLLECTIVE AGREEMENT
NEW WAGE RATES NEGOTIATED BY THE PARTIES FOR THE PERIOD 1 SEPTEMBER 2011 TO 31 AUGUST 2012**

4. WAGES - GROUP A (ie employers contributing to the Productivity Incentive Scheme)				
(1) Subject to the provisions of this Agreement, the minimum wages that shall be paid to and accepted by the undermentioned classes of employees shall be as follows:				
DESCRIPTION	Wage per from 01 Sep 2010 to 31 Aug 2011	Across the Bioard Increase	Wage per week from 01 Sep 2011 to 31 Aug 2012	New Employees 80%
		9.20%		
	R	R	R	R
Part A - Cutting Department				
Head Cutter	1,074.00	99.00	1,173.00	938.50
Pattern Maker:				
(a) Qualified	1,074.00	99.00	1,173.00	938.50
(b) Learner				
First year				
First six months of experience	609.00	56.00	665.00	532.00
Second six months of experience	670.50	61.50	732.00	585.50
Second year				
First six months of experience	734.00	67.50	801.50	641.00
Second six months of experience	798.50	73.50	872.00	697.50
Third year				
First four months of experience	868.50	80.00	948.50	759.00
Thereafter, the wage specified in (a), i.e.	1,074.00	99.00	1,173.00	938.50
Pattern Grader				
(a) Qualified	871.00	80.00	951.00	761.00
(b) Learner				
First year				
First six months of experience	568.50	52.50	621.00	497.00
Second six months of experience	609.00	56.00	665.00	532.00
Second year				
First six months of experience	647.00	59.50	706.50	565.00
Second six months of experience	688.50	63.50	752.00	601.50
Third year				
First six months of experience	734.00	67.50	801.50	641.00
Next four months of experience	779.00	71.50	850.50	680.50
Thereafter, the wage specified in (a), i.e.	871.00	80.00	951.00	761.00
Cutter, lay-maker:				
(a) Qualified	839.00	77.00	916.00	733.00
(b) Learner				
First year				
First six months of experience	513.50	47.00	560.50	448.50
Second six months of experience	566.00	52.00	618.00	494.50
Second year				
First six months of experience	619.00	57.00	676.00	541.00
Second six months of experience	674.50	62.00	736.50	589.00
Third year				
First six months of experience	739.00	68.00	807.00	645.50
Next four months of experience	839.00	77.00	916.00	733.00
Interlining cutter, trimmer, leather cutter and tie cutter				
(a) Qualified	612.00	56.50	668.50	535.00
(b) Learner				
First year				
First six months of experience	461.00	42.50	503.50	403.00

* R45 for machinists & General Workers wef 1 Sep 2011

**PART G : NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY
CAPE CHAMBER - COUNTRY AREAS COLLECTIVE AGREEMENT
NEW WAGE RATES NEGOTIATED BY THE PARTIES FOR THE PERIOD 1 SEPTEMBER 2011 TO 31 AUGUST 2012**

DESCRIPTION	Wage per from 01 Sep 2010 to 31 Aug 2011	Across the Bioard Increase	Wage per week from 01 Sep 2011 to 31 Aug 2012	New Employees 80%
		9,20%		
	R	R	R	R
Second six months of experience	486.00	44.50	530.50	424.50
Second year				
First six months of experience	512.50	47.00	559.50	447.50
Second six months of experience	537.00	49.50	586.50	469.00
Third year				
First four months of experience	564.50	52.00	616.50	493.00
Thereafter, the wage specified in (a) i.e.	612.00	56.50	668.50	535.00
(c) If advanced to learner cutter:				
First six months from date of advancement	661.00	61.00	722.00	577.50
Second six months from date of advancement	739.00	68.00	807.00	645.50
Thereafter, the wage specified for a qualified	839.00	77.00	916.00	733.00
Layer-up:				
(a) Qualified	525.00	48.50	573.50	459.00
First year				
First six months of experience	447.50	41.00	488.50	391.00
Second six months of experience	461.00	42.50	503.50	403.00
Second year				
First six months of experience	479.50	44.00	523.50	419.00
Thereafter, the wage specified in (a), i.e.	525.00	48.50	573.50	459.00
(b) If advanced to learner cutter:				
First six months from date of advancement	525.00	48.50	573.50	459.00
Second six months from date of advancement	619.00	57.00	676.00	541.00
Third six months from date of advancement	674.50	62.00	736.50	589.00
Fourth six months from date of advancement	739.00	68.00	807.00	645.50
Thereafter, the wage specified for a qualified	839.00	77.00	916.00	733.00
Clicker:				
(a) Qualified	631.00	58.00	689.00	551.00
(b) Learner				
First year of experience	474.00	43.50	517.50	414.00
Second year of experience	537.00	49.50	586.50	469.00
Thereafter, the wage specified in (a), i.e.	631.00	58.00	689.00	551.00
Tracer:				
(a) Qualified	592.00	54.50	646.50	517.00
(b) Learner				
First year				
First six months of experience	474.00	43.50	517.50	414.00
Second six months of experience	505.50	46.50	552.00	441.50
Second year				
First six months of experience	534.50	49.00	583.50	467.00
Thereafter, the wage specified in (a), i.e.	592.00	54.50	646.50	517.00
Part B - Factory Operatives				
Clothing machine mechanic:				
(a) Qualified	1,074.00	99.00	1,173.00	938.50
(b) Learner				
First year				
First six months of experience	609.00	56.00	665.00	532.00
Second six months of experience	670.50	61.50	732.00	585.50
Second year				
First six months of experience	734.00	67.50	801.50	641.00
Second six months of experience	798.50	73.50	872.00	697.50
Third year				

**PART G : NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY
CAPE CHAMBER - COUNTRY AREAS COLLECTIVE AGREEMENT
NEW WAGE RATES NEGOTIATED BY THE PARTIES FOR THE PERIOD 1 SEPTEMBER 2011 TO 31 AUGUST 2012**

DESCRIPTION	Wage per from 01 Sep 2010 to 31 Aug 2011	Across the Bioard Increase	Wage per week from 01 Sep 2011 to 31 Aug 2012	New Employees 80%
		9.20%		
	R	R	R	R
First six months of experience	868.50	80.00	948.50	759.00
Next four months of experience	938.00	86.50	1,024.50	819.50
Thereafter, the wage specified in (a), i.e.	1,074.00	99.00	1,173.00	938.50
Grade A employee:				
(a) Qualified	670.50	61.50	732.00	585.50
(b) Learner				
First year				
First six months of experience	476.00	44.00	520.00	416.00
Second six months of experience	511.50	47.00	558.50	447.00
Second year				
First six months of experience	542.50	50.00	592.50	474.00
Second six months of experience	574.50	53.00	627.50	502.00
Third year				
First four months of experience	612.00	56.50	668.50	535.00
Thereafter, the wage specified in (a), i.e.	670.50	61.50	732.00	585.50
Grade B employee:				
(a) Qualified	559.00	45.00	604.00	483.00
(b) Learner				
First year				
First six months of experience	475.00	45.00	520.00	416.00
Second six months of experience	495.50	45.00	540.50	432.50
Second year				
First six months of experience	515.00	45.00	560.00	448.00
Thereafter, the wage specified in (a), i.e.	559.00	45.00	604.00	483.00
(c) If advanced to Grade A employee:				
First six months from date of advancement	559.00	45.00	604.00	483.00
Second six months from date of advancement	564.00	45.00	609.00	487.00
Third six months from date of advancement	595.00	45.00	640.00	512.00
Thereafter, the wage specified for a qualified	679.00	45.00	724.00	579.00
Grade C employee:				
(a) Qualified	511.50	47.00	558.50	447.00
(b) Learner				
First year				
First six months of experience	459.00	42.00	501.00	401.00
Second six months of experience	473.00	43.50	516.50	413.00
Thereafter, the wage specified in (a), i.e.	511.50	47.00	558.50	447.00
(c) If advanced to Grade B employee:				
First six months from date of advancement	511.50	47.00	558.50	447.00
Second six months from date of advancement	515.50	47.50	563.00	450.50
Thereafter, the wage specified for a qualified	568.50	52.50	621.00	497.00
Underpresser, blocker:				
(a) Qualified	515.50	47.50	563.00	450.50
(b) Learner				
First year				
First six months of experience	447.50	41.00	488.50	391.00
Second six months of experience	461.00	42.50	503.50	403.00
Second year				
First six months of experience	479.50	44.00	523.50	419.00

**PART G : NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY
CAPE CHAMBER - COUNTRY AREAS COLLECTIVE AGREEMENT
NEW WAGE RATES NEGOTIATED BY THE PARTIES FOR THE PERIOD 1 SEPTEMBER 2011 TO 31 AUGUST 2012**

DESCRIPTION	Wage per from 01 Sep 2010 to 31 Aug 2011	Across the Bioard Increase	Wage per week from 01 Sep 2011 to 31 Aug 2012	New Employees 80%
		9.20%		
	R	R	R	R
Second six months of experience	515.50	47.50	563.00	450.50
(c) If advanced to learner presser:				
First six months from date of advancement	515.50	47.50	563.00	450.50
Second six months from date of advancement	612.00	56.50	668.50	535.00
Thereafter, the wage specified for a qualified	670.50	61.50	732.00	585.50
Part C - Clerical employees				
Clerk				
(a) Qualified	739.00	68.00	807.00	645.50
(b) Learner				
First year of experience	546.00	50.00	596.00	477.00
Second year of experience	596.00	55.00	651.00	521.00
Third year				
First six months of experience	648.50	59.50	708.00	566.50
Thereafter, the wage specified in (a), i.e.	739.00	68.00	807.00	645.50
Factory Clerk				
(a) Qualified	555.50	51.00	606.50	485.00
(b) Learner				
First year of experience	446.50	41.00	487.50	390.00
Second year of experience	474.50	43.50	518.00	414.50
Third year				
First six months of experience	509.00	47.00	556.00	445.00
Thereafter, the wage specified in (a), i.e.	555.50	51.00	606.50	485.00
Part D - General				
Boiler attendant	527.00	48.50	575.50	460.50
Despatch packer	543.50	50.00	593.50	475.00
General Worker	509.50	45.00	554.50	443.50
Labourer	515.50	47.50	563.00	450.50
Motor vehicle driver of a vehicle, the unladen mass of which, together with the unladen mass of any trailer or trailers drawn by such vehicle is as follows -				
(a) under 2 720 kg	569.00	52.50	621.50	497.00
(b) 2 720 kg and over	647.00	59.50	706.50	565.00
Supervisor, quality controller and instructor	688.50	63.50	752.00	601.50
Traveller's driver	569.00	52.50	621.50	497.00
Watchman or caretaker, whose ordinary hours of work are -				
(a) less than 60 hours per week	589.50	54.00	643.50	515.00
(b) 60 hours per week	619.00	57.00	676.00	541.00

**PART G : NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY
CAPE CHAMBER - COUNTRY AREAS COLLECTIVE AGREEMENT
NEW WAGE RATES NEGOTIATED BY THE PARTIES FOR THE PERIOD 01 SEPTEMBER 2011 TO 31 AUGUST 2012**

4. WAGES GROUP B ((ie employers NOT contributing to the Productivity Incentive Scheme)				
(1) Subject to the provisions of this Agreement, the minimum wages that shall be paid to and accepted by the undermentioned classes of employees shall be as follows:				* R45 for machinists & General Workers wef 1 Sep 2011
DESCRIPTION	Wage per week from 01 Sep 2010 to 31 Aug 2011	Across the Board Increase	Wage per week from 01 Sep 2011 to 31 Aug 2012	New Employees 80%
		9.20%		
	R	R	R	R
Part A - Cutting Department				
Head Cutter	1,079.00	99.50	1,178.50	943.00
Pattern Maker:				
(a) Qualified	1,079.00	99.50	1,178.50	943.00
(b) Learner				
First year				
First six months of experience	612.50	56.50	669.00	535.00
Second six months of experience	673.50	62.00	735.50	588.50
Second year				
First six months of experience	738.00	68.00	806.00	645.00
Second six months of experience	801.50	73.50	875.00	700.00
Third year				
First four months of experience	872.00	80.00	952.00	761.50
Thereafter, the wage specified in (a), i.e.	1,079.00	99.50	1,178.50	943.00
Pattern Grader				
(a) Qualified	875.00	80.50	955.50	764.50
(b) Learner				
First year				
First six months of experience	571.50	52.50	624.00	499.00
Second six months of experience	612.50	56.50	669.00	535.00
Second year				
First six months of experience	650.50	60.00	710.50	568.50
Second six months of experience	692.00	63.50	755.50	604.50
Third year				
First six months of experience	738.00	68.00	806.00	645.00
Next four months of experience	782.00	72.00	854.00	683.00
Thereafter, the wage specified in (a), i.e.	875.00	80.50	955.50	764.50
Cutter, lay-maker:				
(a) Qualified	843.50	77.50	921.00	737.00
(b) Learner				
First year				
First six months of experience	515.50	47.50	563.00	450.50
Second six months of experience	568.50	52.50	621.00	497.00
Second year				
First six months of experience	621.00	57.00	678.00	542.50
Second six months of experience	678.00	62.50	740.50	592.50
Third year				
First six months of experience	742.50	68.50	811.00	649.00
Next four months of experience	843.50	77.50	921.00	737.00
Interlining cutter, trimmer, leather cutter and tie cutter				
(a) Qualified	614.00	56.50	670.50	536.50
(b) Learner				
First year				

**PART G : NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY
CAPE CHAMBER - COUNTRY AREAS COLLECTIVE AGREEMENT
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	Wage per week from 01 Sep 2011 to 31 Aug 2012	New Employees 80%
			9.20%		
		R	R	R	R
	First six months of experience	462.50	42.50	505.00	404.00
	Second six months of experience	487.50	45.00	532.50	426.00
	Second year				
	First six months of experience	514.00	47.50	561.50	449.00
	Second six months of experience	539.00	49.50	588.50	471.00
	Third year				
	First four months of experience	566.50	52.00	618.50	495.00
	Thereafter, the wage specified in (a) i.e.	614.00	56.50	670.50	536.50
(c)	If advanced to learner cutter:				
	First six months from date of advancement	664.00	61.00	725.00	580.00
	Second six months from date of advancement	742.50	68.50	811.00	649.00
	Thereafter, the wage specified for a qualified	843.50	77.50	921.00	737.00
Layer-up:					
(a)	Qualified	527.00	48.50	575.50	460.50
	First year				
	First six months of experience	449.00	41.50	490.50	392.50
	Second six months of experience	462.50	42.50	505.00	404.00
Second year					
	First six months of experience	481.00	44.50	525.50	420.50
	Thereafter, the wage specified in (a), i.e.	527.00	48.50	575.50	460.50
(b)	If advanced to learner cutter:				
	First six months from date of advancement	527.00	48.50	575.50	460.50
	Second six months from date of advancement	621.00	57.00	678.00	542.50
	Third six months from date of advancement	678.00	62.50	740.50	592.50
	Fourth six months from date of advancement	742.50	68.50	811.00	649.00
	Thereafter, the wage specified for a qualified	843.50	77.50	921.00	737.00
Clicker:					
(a)	Qualified	633.00	58.00	691.00	553.00
(b)	Learner				
	First year of experience	475.50	43.50	519.00	415.00
	Second year of experience	539.00	49.50	588.50	471.00
	Thereafter, the wage specified in (a), i.e.	633.00	58.00	691.00	553.00
Tracer:					
(a)	Qualified	594.00	54.50	648.50	519.00
(b)	Learner				
	First year				
	First six months of experience	475.50	43.50	519.00	415.00
	Second six months of experience	507.00	46.50	553.50	443.00
	Second year				
	First six months of experience	537.00	49.50	586.50	469.00
	Thereafter, the wage specified in (a), i.e.	594.00	54.50	648.50	519.00
Part B - Factory Operatives					
Clothing machine mechanic:					
(a)	Qualified	1,079.00	99.50	1,178.50	943.00
(b)	Learner				
	First year				
	First six months of experience	612.50	56.50	669.00	535.00
	Second six months of experience	673.50	62.00	735.50	588.50
	Second year				
	First six months of experience	738.00	68.00	806.00	645.00
	Second six months of experience	801.50	73.50	875.00	700.00
	Third year				

**PART G : NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY
CAPE CHAMBER - COUNTRY AREAS COLLECTIVE AGREEMENT
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	Wage per week from 01 Sep 2011 to 31 Aug 2012	New Employees 80%
		9.20%		
	R	R	R	R
First six months of experience	872.00	80.00	952.00	761.50
Next four months of experience	941.50	86.50	1,028.00	822.50
Thereafter, the wage specified in (a), i.e.	1,079.00	99.50	1,178.50	943.00
Grade A employee:				
(a) Qualified	673.50	62.00	735.50	588.50
(b) Learner				
First year				
First six months of experience	479.00	44.00	523.00	418.50
Second six months of experience	513.50	47.00	560.50	448.50
Second year				
First six months of experience	545.00	50.00	595.00	476.00
Second six months of experience	577.50	53.00	630.50	504.50
Third year				
First four months of experience	614.00	56.50	670.50	536.50
Thereafter, the wage specified in (a), i.e.	673.50	62.00	735.50	588.50
Grade B employee:				
(a) Qualified	568.50	45.00	613.50	491.00
(b) Learner				
First year				
First six months of experience	475.00	45.00	520.00	416.00
Second six months of experience	497.50	45.00	542.50	434.00
Second year				
First six months of experience	519.50	45.00	564.50	451.50
Thereafter, the wage specified in (a), i.e.	568.50	45.00	613.50	491.00
(c) If advanced to Grade A employee:				
First six months from date of advancement	568.50	45.00	613.50	491.00
Second six months from date of advancement	573.00	45.00	618.00	494.50
Third six months from date of advancement	607.50	45.00	652.50	522.00
Thereafter, the wage specified for a qualified	673.50	45.00	718.50	575.00
Grade C employee:				
(a) Qualified	513.50	47.00	560.50	448.50
(b) Learner				
First year				
First six months of experience	460.50	42.50	503.00	402.50
Second six months of experience	474.50	43.50	518.00	414.50
Thereafter, the wage specified in (a), i.e.	513.50	47.00	560.50	448.50
(c) If advanced to Grade B employee:				
First six months from date of advancement	513.50	47.00	560.50	448.50
Second six months from date of advancement	518.00	47.50	565.50	452.50
Thereafter, the wage specified for a qualified	571.50	52.50	624.00	499.00
Underpresser, blocker:				
(a) Qualified	518.00	47.50	565.50	452.50
(b) Learner				
First year				
First six months of experience	449.00	41.50	490.50	392.50
Second six months of experience	462.50	42.50	505.00	404.00
Second year				
First six months of experience	481.00	44.50	525.50	420.50
Second six months of experience	518.00	47.50	565.50	452.50

**PART G : NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY
CAPE CHAMBER - COUNTRY AREAS COLLECTIVE AGREEMENT
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	Wage per week from 01 Sep 2011 to 31 Aug 2012	New Employees 80%
		9.20%		
	R	R	R	R
(c) If advanced to learner presser:				
First six months from date of advancement	518.00	47.50	565.50	452.50
Second six months from date of advancement	614.00	56.50	670.50	536.50
Thereafter, the wage specified for a qualified	673.50	62.00	735.50	588.50
Part C - Clerical employees				
Clerk				
(a) Qualified	742.50	68.50	811.00	649.00
(b) Learner				
First year of experience	549.00	50.50	599.50	479.50
Second year of experience	599.50	55.00	654.50	523.50
Third year				
First six months of experience	652.50	60.00	712.50	570.00
Thereafter, the wage specified in (a), i.e.	742.50	68.50	811.00	649.00
Factory Clerk				
(a) Qualified	558.00	51.50	609.50	487.50
(b) Learner				
First year of experience	448.00	41.00	489.00	391.00
Second year of experience	476.00	44.00	520.00	416.00
Third year				
First six months of experience	511.50	47.00	558.50	447.00
Thereafter, the wage specified in (a), i.e.	558.00	51.50	609.50	487.50
Part D - General				
Boiler attendant	529.00	48.50	577.50	462.00
Despatch packer	546.00	50.00	596.00	477.00
General Worker	516.50	45.00	561.50	449.00
Labourer	518.00	47.50	565.50	452.50
Motor vehicle driver of a vehicle, the unladen mass of which, together with the unladen mass of any trailer or trailers drawn by such vehicle is as follows -				
(a) under 2 720 kg	572.00	52.50	624.50	499.50
(b) 2 720 kg and over	650.50	60.00	710.50	568.50
Supervisor, quality controller and instructor	692.00	63.50	755.50	604.50
Traveller's driver	572.00	52.50	624.50	499.50
Watchman or caretaker, whose ordinary hours of work are -				
(a) less than 60 hours per week	592.50	54.50	647.00	517.50
(b) 60 hours per week	621.00	57.00	678.00	542.50