

**NATIONAL BARGAINING COUNCIL
FOR THE
CLOTHING MANUFACTURING INDUSTRY
CAPE CHAMBER
(WESTERN CAPE SUB-CHAMBER)**

Tel: (021) 460 4000
Fax: (021) 447 0628
www.nbc.org.za

7th FLOOR, INDUSTRIA HOUSE, 350 VICTORIA ROAD, SALT RIVER, 7925

P O BOX 1142
WOODSTOCK
7915

INFORMATION SCHEDULE

CLOTHING, GARMENT KNITTING, HOSIERY AND MILLINERY SECTORS

DEDUCTIONS AND CONTRIBUTIONS DUE TO THE WESTERN CAPE SUB-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 2008 TO 31 AUGUST 2009

Payable in respect of employees earning up to **R1 219.50 p.w. or R5 284.50 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 members as at 31 Aug 08</i> | | INDUSTRY PROTECTION FUND | SACTWU CONTRIBUTIONS | | COLLECTIVE BARGAINING & DISPUTE RESOLUTION LEVY |
|---|--|--|---|--|--|---|
| | <i>Deductions from EMPLOYEES' Wages</i> | <i>Payable by EMPLOYER only</i> | | <i>Deductions from EMPLOYEES' Wages</i> | <i>Payable by EMPLOYER only</i> | |
| <p>An amount equal to</p> <p>0.22% of each employee's wages per week Payable by the EMPLOYER maximum of R1.42 per week (maximum R2,68 per week)</p> <p>and</p> <p>0.22% of each employee's wages per week payable by means of a deduction from the EMPLOYEE'S wages maximum of R1.42 per week.</p> | <p>6,03% of each individual contributor's actual basic wage rate with a maximum of R73.54 per week</p> | <p>6,25% of each individual contributor's actual basic wage rate with a maximum of R76.22 per week</p> | <p>15 cents per employee 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>Trade Union Subscription</p> <p>1% of each individual Trade Union member's basic wage rate plus R1,20 with a minimum of R6.50 per week and a maximum of R11.00 per week</p> <p>or</p> <p>Agency Fee iro non-Trade Union Employees</p> <p>1% of each NON Trade Union member's basic wage rate with a minimum of R5.30 per week and a maximum of R9.80 per week.</p> | <p>Capacity Building Fund 28 cents per employee per week</p> <p>HIV/AIDS Project 35 cents per employee per week</p> <p>SACTWU Bursary Fund 23 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 R93.48 p.m. (incl VAT)</p> <p>or</p> <p>more than 40 employees: R1,92 per employee p.m. plus VAT on total</p> |

| WAGE GROUPS | | HEALTH CARE FUND | |
|---------------------|-----------------------|---|-----------------------|
| WEEKLY | MONTHLY | Employee | Employer |
| R496.50 – R647.50 | R2 151.50 – R2 806.00 | Without dependants R19.40 per week With dependants R24,10 per week | R5.92 per week |
| R647.51 – R1 219.50 | R2 806.01 – R5 284.50 | Without dependants R21,40 per week With dependants R28,10 per week | R7.07 Per week |
| R1 219.51 and over | R5 284.51 and over | Members exempted into the Fund, pay additional contributions | |

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

| | ADDRESSED TO: | PAYMENT METHOD : |
|---|---|--|
| Council Levies | The Regional Secretary National Bargaining Council for the Clothing Manufacturing Industry (Western Cape Sub Chamber) P O Box 1142 | Cheques payable to: NBC Clothing – Western Cape OR direct deposit into bank account, as follows: Bank: Standard Bank Branch: Victoria Road, Salt River |
| Health Care Fund Contributions | | |
| Industry Protection Fund | | |
| Provident Fund Contributions | | |
| Collective Bargaining & Dispute Resolution Levy: NON-PARTY EMPLOYERS ONLY | | |

SACTWU Subscriptions (or Agency fee iro non-SACTWU members), Bursary Fund, Capacity Building Fund & HIV/AIDS Project Contributions

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Branch Code: 02 47 09
Acc No: 07 122 315 0