



TO ALL EMPLOYERS IN THE MOTOR INDUSTRY

The Main Collective Agreement for the Motor Industry (*Govt. Gazette No. 30538*) *Govt. Notice No. R1146* dated 7 December 2007, came into effect on Monday 10 December 2007 and shall remain in effect for the period ending 31 August 2010. Hereunder is a brief summary of the new **minimum wage rates and guaranteed wage increases for the period 10 December 2007 to 31 August 2008.**

CLAUSE 2: DEFINITIONS

"Sector 1" means "manufacturing" establishments i.e. vehicle body builders; trailers and caravan manufacturing and warranty repairs; vehicle components and accessories, fibreglass component manufacturing; repairs and sales.

"Sector 2" means "re-manufacturing" (production) establishments i.e. component re-manufacturing; brake, clutch and radiator re-manufacturing; drive-train re-manufacturing and steering re-manufacturing.

"Sector 3" means "re-conditioning" establishments i.e. automotive engineering; fuel injection/diesel pumps; gearbox/transmission; turbochargers and spring-smiths.

"Sector 4" means "service and repair" establishments i.e. motorcycle sales and repairs; battery sales and repairs; tyre sales, repairs and wheel alignment; tyre re-treading; exhaust, tow-bar and shock-absorber fitting; radio, alarm and immobilizer fitting; sunroof fitting; air-conditioning fitting; body repairs; upholstery and motor trimming; auto electrical repairs; auto valet and steam cleaning; prop-shafts and CV joints repairs; motor plastic component repairs; glass fitting; carburettor sales and repairs; drive train fitting and repairs; steering fitters and repairs; motor vehicles bus, truck and tractor repairs.

"Sector 5" means "fuel dealers, service stations and related" establishments.

"Sector 6" means "dealers sales and distribution establishments" i.e. used motor vehicle, bus truck and tractor sales and repairs; franchised motor vehicle, bus, truck, tractor, and parts sales and repairs; caravan sales and repairs and agricultural equipment sales and repairs.

"Sector 7" means "automotive parts, accessories, equipment and tool" establishments i.e. motor parts, accessories, equipment and tools; auto-breakers and used parts dealers.

ATTENTION ALL FUEL RETAILERS

Your attention is drawn to the differential rates of pay applicable to Forecourt Attendants. Those forecourt attendants employed at *Diesel Depots*, who are engaged in the dispensing of Diesel Fuel only, earn a minimum wage of R 7.34 per hour. Those forecourt attendants employed at *Service Stations*, who are engaged in the dispensing of both Petrol and Diesel Fuel, earn a minimum wage of R 11.31 per hour.

Please be advised that the attached Forecourt Attendant wages are effective for the period 5 September 2007 to 31 August 2008.

DIVISION B & D - CLAUSE 3 (WAGES) - ALL CHAPTERS & SECTORS

MINIMUM WAGES / SALARIES - INCREASES - WAGE SCHEDULE

EFFECTIVE FROM 10/12/2007

Class of employee	SECTORS 1,2,3,4,5 & 7				SECTOR 6 ONLY				SECTORS 1(ch 2),2,3,4,5,& 7	
	Minimum Wages				Minimum Wages				GUARANTEED INCREASES	
	Area A		Other Areas		Area A		Other Areas			
	P W	P M	P W	P M	P W	P M	P W	P M	P W	P M
(a) Office, stores sales and Clerical employee- during 1st year of experience	R	R	R	R	R	R	R	R	R	R
during 2nd year of experience	551.85	2,391.37	513.21	2,223.90	563.22	2,440.64	515.44	2,233.56	40.88	177.14
during 3rd year of experience	629.67	2,728.58	583.26	2,527.47	641.64	2,780.44	585.47	2,537.02	46.64	202.12
thereafter	725.19	3,142.49	672.83	2,915.61	739.52	3,204.60	675.61	2,927.65	53.72	232.78
	841.93	3,648.37	776.27	3,363.84	857.24	3,714.71	779.19	3,376.47	62.37	270.25
(b) Motor vehicle sales person- During 1st year of experience	665.85	2,885.35	614.38	2,662.33	665.85	2,885.35	614.38	2,662.33	49.32	213.73
thereafter.	858.60	3,720.58	784.91	3,401.27	858.60	3,720.58	784.91	3,401.27	63.60	275.60
(c) Bookkeeper	1,082.47	4,690.70	1,004.98	4,354.91	1,091.85	4,731.36	1,006.32	4,360.72	80.18	347.46
(d) Accountant	1,841.46	7,979.67	1,707.36	7,398.54	1,865.80	8,085.15	1,711.62	7,417.00	136.41	591.09
(e) Parts salesperson - During 1st year of experience	694.03	3,007.44	646.74	2,802.53	696.89	3,019.86	647.14	2,804.26	51.41	222.77
thereafter	852.54	3,694.32	784.70	3,400.38	852.54	3,694.32	784.84	3,400.98	63.15	273.65
Class of Employee	All Areas				All Areas				All Areas	
	P W		P M		P W		P M		P W	P M
(f) Traveller - during 1st year of experience		696.89		3,019.86		696.89		3,019.86	51.62	223.69
thereafter		852.54		3,694.32		852.54		3,694.32	63.15	273.65
(g) Supply sales person - during 1st year of experience		696.89		3,019.86		696.89		3,019.86	51.62	223.69
during 2nd year of experience		798.24		3,459.04		798.42		3,459.84	58.96	255.48
during 3rd year of experience		894.80		3,877.48		894.80		3,877.48	66.28	287.22
thereafter		960.29		4,161.26		960.29		4,161.24	71.14	308.26
(h) Part-time employees		*		*		*		*		

* One eleventh of the minimum weekly wage as prescribed for clerical employees in (a) hereof, for ordinary time worked on each day on any one week, or one forty-fifth of such prescribed minimum weekly wage for each hour or part of an hour of ordinary time worked in any one week, whichever is the greater.

DIVISION C, CHAPTER 1 - CLAUSE 3 - WAGES

WAGE SCHEDULE : MINIMUM WAGES

EFFECTIVE FROM 10/12/2007**

Class of employee	CHAPTER 1				CHAPTER 1				CHAPTER 1	
	SECTOR 4,5 & 7 ONLY				SECTOR 6 ONLY				Guaranteed Increases°	
	Area A		Other Areas		Area A		Other Areas		All Areas	
	P W	P H	P W	P H	P W	P H	P W	P H	P W	P H
Grade 1	R	R	R	R	R	R	R	R	R	R
Forecourt Attendant *	330.11	7.34	288.71	6.42	-				27.26	0.61
Parking Garage Attendant	330.30	7.34	288.90	6.42					27.26	0.61
Char	414.00	9.20	372.15	8.27	433.35	9.63	377.10	8.38	37.80	0.84
Grade 2	579.60	12.88	498.15	11.07	605.25	13.45	503.33	11.19	47.70	1.06
Grade 3	626.85	13.93	594.90	13.22	650.25	14.45	613.35	13.63	51.75	1.15
Grade 4	684.45	15.21	649.80	14.44	709.20	15.76	668.70	14.86	56.70	1.26
Grade 5	763.65	16.97	723.15	16.07	787.05	17.49	743.85	16.53	63.75	1.40
Grade 6	917.55	20.39	868.95	19.31	937.35	20.83	886.05	19.69	75.60	1.68
Class of Employees	All Areas				All Areas				All Areas	
	P W		P H		P W		P H		P W	P H
Grade 7	1,152.90		25.62		1,166.85		25.93		85.50	1.90
Grade 8	1,318.05		29.29		1,332.90		29.62		97.65	2.17
Forecourt Attendant**	509.00		11.31		509.00		11.31		45.81	1.02
Watchman	527.65		no hourly rate		546.53		no hourly rate		43.57	no hourly rate
APPRENTICES	ALL AREAS				APPRENTICES	ALL AREAS		° Not Applicable to Sector 6 Establishments		
	ALL CHAPTERS					ALL CHAPTERS				
3 YEAR TRADE	P W		P H		CBMT	P W	P H			
	First year		12.78			Level 1	548.55			
Second year		15.85		Level 2	684.45	15.21				
Third year		19.48		Level 3	823.05	18.29				
4 YEAR TRADE	First year		12.78		Level 4	958.5	21.3			
	Second year		14.02							
Third year		15.85								
Fourth year		19.48								

*Forecourt Attendant wages for Diesel outlets only.
 ** All Forecourt Attendant wages are effective from 05/09/2007

DIVISION C, CHAPTER II - V : CLAUSE 3 - WAGES

WAGE SCHEDULE : MINIMUM WAGES - EFFECTIVE FROM 10/12/2007

Class of Employee	CHAPTER 2*		CHAPTER 3		CHAPTER 4*				CHAPTER 5*		APPRENTICES		
	SECTOR 1 & 2		SECTOR 1		SECTOR 2				SECTOR 3		ALL CHAPTERS		
	All Areas		All Areas		Area A		Other Areas		All Areas		All Areas		
	P W	P H	P W	P H	P W	P H	P W	P H	P W	P H		P W	P H
Grade 1	R 414.00	R 9.20	R 421.20	R 9.36	R 414.00	R 9.20	R 372.15	R 8.27	R 414.00	R 9.20	3 Year Trade		
Grade 2	579.60	12.88	579.60	12.88	579.60	12.88	498.15	11.07	579.60	12.88	First Year	575.10	12.78
Grade 3	626.85	13.93	626.85	13.93	626.85	13.93	594.90	13.22	626.85	13.93	Second Year	713.25	15.85
Grade 4	-	-	684.45	15.21	684.45	15.21	649.80	14.44	684.45	15.21	Third year	876.60	19.48
Grade 5	763.65	16.97	763.65	16.97	763.65	16.97	723.15	16.07	763.65	16.97	4 Year Trade		
Grade 6	917.55	20.39	917.55	20.39	917.55	20.39	868.95	19.31	917.55	20.39	First Year	575.10	12.78
Class of Employee	All Areas		All Areas		All Areas				All Areas				
	P W	P H	P W	P H	P W	P H	P W	P H	P W	P H	Second Year	630.90	14.02
Grade 7	1,152.90	25.62	-	-	1,152.90	25.62			1,152.90	25.62	Third Year	713.25	15.85
Grade 8	1,318.05	29.29	1,318.05	29.29	1,318.05	29.29			1,318.05	29.29	Fourth Year	876.60	19.48
Watchman	527.65	no hourly rate	527.65	no hourly rate	527.65	no hourly rate			527.65	no hourly rate	CBMT		
											Level 1	548.55	12.19
											Level 2	684.45	15.21
											Level 3	823.05	18.29
											Level 4	958.50	21.3
CHAPTER 3	PW						Provisions for Chapter 4 Operatives		GUARANTEED INCREASE		GUARANTEED INCREASE		
MEASURING INSTRUMENT BONUS							MINIMUM	PW	PH	PW	PH	FOR CHAPTER III	
vernier/micrometer	13.80						1. Op. Engine Assembler			9% will be paid on actual wages for the			
tape/rule/square/sets	9.20						1st 18 Months Experience	763.05	16.97	70.65	1.57	period 10 December 2007 to 31 August 2008	
							Thereafter	1,152.90	25.62	93.6	2.08		
							2. Operative Grade A					*FOR GUARANTEED INCREASE SEE	
							1st 12 Months Experience	763.65	16.97	70.65	1.57	DIVISION C CHAPTER I SCHEDULE	
							Thereafter	912.55	20.39	84.15	1.87	ABOVE/PREVIOUS	
							3. Operative Grade B						
							1st 6 Months Experience	626.85	13.93	49.95	1.11		
							Thereafter	684.45	15.21	65.25	1.45		