



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 1 September 2008 to 31 August 2009.**

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.

IMPORTANT NOTICE TO ALL FUEL RETAIL ESTABLISHMENTS

Please be advised that the increases for Forecourt Attendants, for the period 1 September 2008 to 31 August 2009, are subject to the fuel margin determination yet to be made by the Department of Minerals and Energy. Once published, we will circulate the Forecourt Attendants increases accordingly. In the interim, the existing Forecourt Attendant wages, for the period ending 31 August 2008, as set out in the attached schedules should be adhered to.

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

MINIMUM WAGES / SALARIES - INCREASES - WAGE SCHEDULE

EFFECTIVE FROM 01/09/2008

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	593.24	2,570.72	554.60	2,403.25	605.47	2,623.69	557.68	2,416.61	41.39	179.35
during 3rd year of experience	676.90	2,933.22	630.49	2,732.11	689.76	2,988.97	633.59	2,745.55	47.22	204.64
thereafter	779.58	3,378.18	727.22	3,151.30	794.99	3,444.95	731.08	3,168.00	54.39	235.69
	905.08	3,922.00	839.42	3,637.47	921.53	3,993.31	843.48	3,655.07	63.15	273.63
(b) Motor vehicle sales person- During 1st year of experience	715.79	3,101.75	664.32	2,878.73	715.79	3,101.75	664.32	2,878.73	49.94	216.40
thereafter.	922.99	3,999.62	849.30	3,680.31	922.99	3,999.62	849.30	3,680.31	64.39	279.04
(c) Bookkeeper	1,163.65	5,042.50	1,086.16	4,706.71	1,173.74	5,086.21	1,088.21	4,715.57	81.18	351.20
(d) Accountant	1,979.57	8,578.15	1,845.47	7,997.02	2,005.74	8,691.54	1,851.55	8,023.39	138.11	598.48
(e) Parts salesperson - During 1st year of experience	746.08	3,233.00	698.79	3,028.09	749.16	3,246.35	699.40	3,030.75	52.05	225.56
thereafter	916.47	3,971.39	848.64	3,677.45	916.47	3,971.39	848.78	3,678.05	63.94	277.07
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		749.16		3,246.35		749.16		3,246.35	52.27	226.49
thereafter		916.47		3,971.39		916.47		3,971.39	63.94	277.07
(g) Supply sales person - during 1st year of experience		749.16		3,246.35		749.16		3,246.35	52.27	226.49
during 2nd year of experience		858.11		3,718.47		858.31		3,719.33	59.87	259.43
during 3rd year of experience		961.91		4,168.29		961.91		4,168.29	67.11	290.81
thereafter		1,032.31		4,473.33		1,032.31		4,473.33	72.02	312.07
(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 01/09/2008

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	356.85	7.93	315.45	7.01					26.55	0.59
Char	455.40	10.12	413.55	9.19	476.55	10.59	420.30	9.34	41.40	0.92
Grade 2	625.95	13.91	544.50	12.10	653.85	14.53	552.15	12.27	46.35	1.03
Grade 3	676.80	15.04	644.85	14.33	702.45	15.61	665.55	14.79	49.95	1.11
Grade 4	739.35	16.43	704.70	15.66	765.90	17.02	725.40	16.12	54.90	1.22
Grade 5	824.85	18.33	784.35	17.43	850.05	18.89	806.85	17.93	61.20	1.36
Grade 6	990.90	22.02	942.30	20.94	1,012.50	22.50	961.20	21.36	73.35	1.63
Class of Employees	All Areas				All Areas				All Areas	
	P W		P H		P W		P H		P W	P H
Grade 7	1,239.30		27.54		1,254.15		27.87		86.40	1.92
Grade 8	1,417.05		31.49		1,432.80		31.84		99.00	2.20
Forecourt Attendant**	509.00		11.31		509.00		11.31		45.81	1.02
Watchman	569.86		no hourly rate		590.25		no hourly rate		42.21	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	638.55		14.19			Level 1	608.85	13.53		
Second year	791.55		17.59		Level 2	759.60	16.88			
Third year	972.90		21.62		Level 3	913.50	20.30			
4 YEAR TRADE	P W		P H		Level 4 <td>1063.8</td> <td>23.64</td> <td colspan="3"></td>	1063.8	23.64			
First year	638.55		14.19							
Second year	700.20		15.56							
Third year	791.55		17.59							
Fourth year	972.90		21.62							

*Forecourt Attendant wages for Diesel outlets only.
 ** Forecourt Attendant wages for outlets selling Petrol & Diesel

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

WAGE SCHEDULE : MINIMUM WAGES - EFFECTIVE FROM 01/09/2008

Class of Employee	CHAPTER 2*		CHAPTER 3		CHAPTER 4*				CHAPTER 5*		APPRENTICES		
	SECTOR 1		SECTOR 1		SECTOR 3				SECTOR 2		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 445.40	R 10.12	R 466.20	R 10.36	R 455.40	R 10.12	R 413.55	R 9.19	R 455.40	R 10.12	3 Year Trade		
Grade 2	625.95	13.91	625.95	13.91	625.95	13.91	544.50	12.10	625.95	13.91	First Year	638.55	14.19
Grade 3	676.80	15.04	676.80	15.04	676.80	15.04	644.85	14.33	676.80	15.04	Second Year	791.55	17.59
Grade 4	-	-	739.35	16.43	739.35	16.43	704.70	15.66	739.35	16.43	Third year	972.90	21.62
Grade 5	824.85	18.33	824.85	18.33	824.85	18.33	784.35	17.43	824.85	18.33	4 Year Trade		
Grade 6	990.90	22.02	990.90	22.02	990.90	22.02	942.30	20.94	990.90	22.02	First Year	638.55	14.19
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	700.20	15.56
Grade 7	1,239.30	27.54	-	-	1,239.30	27.54			1,239.30	27.54	Third Year	791.55	17.59
Grade 8	1,417.05	31.49	1,417.05	31.49	1,417.05	31.49			1,417.05	31.49	Fourth Year	972.90	21.62
Watchman	569.86	no hourly rate	569.86	no hourly rate	569.86	no hourly rate			569.86	no hourly rate	CBMT		
											Level 1	608.85	13.53
											Level 2	759.60	16.88
											Level 3	913.50	20.3
											Level 4	1063.80	23.64
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			8% will be paid on actual wages for the			
tape/rule/square/sets	9.20						1st 18 Months Experience	824.85	18.33	61.20	1.36	period 1 September 2008 to 31 August 2009	
							Thereafter	1,239.36	27.54	86.4	1.92		
							2. Operative Grade A					*FOR GUARANTEED INCREASE SEE	
							1st 12 Months Experience	824.85	18.33	61.20	1.36	DIVISION C CHAPTER I SCHEDULE	
							Thereafter	990.90	22.02	73.35	1.63	ABOVE/PREVIOUS	
							3. Operative Grade B						
							1st 6 Months Experience	676.80	15.04	49.95	1.11		
							Thereafter	739.35	16.43	54.9	1.22		