



Circular No. 08/2009

31 July 2009

### **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 2009 to 31 August 2010.**

#### **IMPORTANT NOTICE TO ALL FUEL RETAIL ESTABLISHMENTS**

Please be advised that the increases for Forecourt Attendants, for the period 1 September 2009 to 31 August 2010, 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 2009, as highlighted on the attached schedule, should be adhered to.

#### **ACTUAL / GUARANTEED WAGE EXEMPTION APPLICATIONS**

Individual employers seeking exemption to pay a lesser actual wage increase and / or a guaranteed increase or to be exempted from paying such, must do so on a Wage Exemption Application form obtainable from their local MIBCO Regional Office or website; [www.mibco.org.za](http://www.mibco.org.za) . Such application must be lodged no later than 21 days from 1 September 2009 to the local MIBCO Regional Office either by hand delivery, registered mail, facsimile or E-mail in the prescribed format with the following supportive documentation attached:

- Formal financial information
- Written motivation
- Detail and proof of the consultative process between the employer, employee and relevant MIBCO Trade Unions.

*Establishments contemplating such exemption should submit their application at their earliest possible opportunity.*

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

## MINIMUM WAGES / SALARIES - INCREASES - WAGE SCHEDULE

EFFECTIVE FROM 01/09/2009

Class of employee	SECTORS 1,2,3,4,5 & 7										SECTOR 6 ONLY				SECTORS 1(ch 2),2,3,4,5,& 7																									
	Area A					Other Areas					Minimum Wages				Other Areas				GUARANTEED INCREASES																					
	PW	PM	R	PW	PM	PW	PM	R	PW	PM	PW	PM	R	PW	PM	PW	PM	R	PW	PM	PW	PM	R	PW	PM															
	R																																							
(a) Office, stores sales and Clerical employee- during 1st year of experience during 2nd year of experience during 3rd year of experience thereafter	634,77	2750,67	596,12	2583,20	647,85	2807,35	600,06	2600,27	41,53	179,95	724,28	3138,55	677,87	2932,44	738,05	3188,20	681,87	2954,78	47,38	205,33	834,15	3614,65	781,79	3387,77	850,64	3686,10	786,73	3409,15	54,57	236,47	988,43	4196,54	902,77	3912,01	986,04	4272,84	907,98	3934,60	63,36	274,54
(b) Motor vehicle sales person- During 1st year of experience thereafter.	765,89	3318,87	714,43	3095,85	765,89	3318,87	714,43	3095,85	50,10	217,12	987,60	4279,59	913,91	3960,28	987,60	4279,59	913,91	3960,28	64,61	279,97																				
(c) Bookkeeper	1245,11	5395,48	1167,62	5059,69	1255,90	5442,24	1170,37	5071,60	81,46	352,98																														
(d) Accountant	2118,14	9178,62	1984,04	8597,49	2146,14	9229,95	1991,95	8631,80	138,57	600,47																														
(e) Parts salesperson - During 1st year of experience thereafter	798,30	3459,31	751,02	3254,40	801,60	3473,59	751,84	3257,99	52,23	226,31	980,63	4249,39	912,80	3955,45	980,63	4249,39	912,93	3956,05	64,15	278,00																				
<b>Class of Employee</b>	<b>All Areas</b>					<b>All Areas</b>					<b>All Areas</b>				<b>All Areas</b>																									
(f) Traveller - during 1st year of experience thereafter	801,60	3473,59	801,60	3473,59	801,60	3473,59	801,60	3473,59	52,44	227,24	980,63	4249,39	980,63	4249,39	980,63	4249,39	980,63	4249,39	64,15	278,00																				
(g) Supply sales person - during 1st year of experience during 2nd year of experience during 3rd year of experience thereafter	801,60	3473,59	801,60	3473,59	801,60	3473,59	801,60	3473,59	52,44	227,24	918,18	3978,76	918,18	3979,68	918,18	3979,68	918,18	3979,68	60,30	261,29	1029,25	4460,07	1029,25	4460,07	1029,25	4460,07	1029,25	4460,07	67,33	291,78	1104,57	4786,46	1104,57	4786,46	1104,57	4786,46	1104,57	4786,46	72,26	313,13
(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 01/09/2009

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	
	PW	PH	PW	PH	PW	PH	PW	PH	PW	PH	PW	PH	PW	PH
Grade 1	R	R	R	R	R	R	R	R	R	R	R	R	R	R
Forecourt Attendant *	356,85	7,93	315,45	7,01	-	-	524,25	11,65	468,00	10,40	26,55	26,55	0,59	0,59
Parking Garage Attendant	383,40	8,52	342,00	7,60			500,85	11,13	459,00	10,20	45,45	45,45	1,01	1,01
Char							672,75	14,95	591,30	13,14	46,80	46,80	1,04	1,04
Grade 2							727,65	16,17	695,70	15,46	50,85	50,85	1,13	1,13
Grade 3							794,70	17,66	760,05	16,89	55,35	55,35	1,23	1,23
Grade 4							886,50	19,70	846,00	18,80	61,65	61,65	1,37	1,37
Grade 5							1,065,15	23,67	1,016,55	22,59	74,25	74,25	1,65	1,65
Grade6														
<b>Class of Employees</b>	<b>All Areas</b>						<b>All Areas</b>						<b>All Areas</b>	
Grade 7	PW	PH	PW	PH	PW	PH	PW	PH	PW	PH	PW	PH	PW	PH
Grade 8	1,326.15	29.47	1,341.90	29.82	1,516.05	33.69	1,533.15	34.07	549,45	12,21	86.85	86.85	1.93	1.93
Forecourt Attendant**	549,45	12,21	549,45	12,21	612.60	no hourly rate	634,52	no hourly rate	41.40	41.40	99.00	99.00	2.20	2.20
Watchman														no hourly rate
<b>APPRENTICES</b>	<b>ALL AREAS</b>						<b>APPRENTICES</b>						<b>ALL AREAS</b>	
<b>3 YEAR TRADE</b>	<b>ALL CHAPTERS</b>						<b>APPRENTICES</b>						<b>ALL CHAPTERS</b>	
First year	PW	PH	PW	PH	PW	PH	CBMT	Level 1	Level 2	Level 3	Level 4	PW	PH	° Not Applicable to Sector
Second year	702.45	15.61	870.75	19.35	1,070.10	23.78	Level 1	669.60	835.65	1,004.85	1,170.00	669.60	14.88	6 Establishments
Third year	870.75	19.35	1,070.10	23.78	702.45	15.61	Level 2	835.65	1,004.85	1,170.00	669.60	835.65	18.57	
<b>4 YEAR TRADE</b>	<b>ALL CHAPTERS</b>						<b>APPRENTICES</b>						<b>ALL CHAPTERS</b>	
First year	PW	PH	PW	PH	PW	PH	CBMT	Level 1	Level 2	Level 3	Level 4	PW	PH	
Second year	702.45	15.61	870.75	19.35	1,070.10	23.78	Level 1	669.60	835.65	1,004.85	1,170.00	669.60	14.88	
Third year	870.75	19.35	1,070.10	23.78	702.45	15.61	Level 2	835.65	1,004.85	1,170.00	669.60	835.65	18.57	
Fourth year	1,070.10	23.78	702.45	15.61	770.40	19.35	Level 3	1,004.85	1,170.00	669.60	835.65	1,004.85	22.33	
					870.75	19.35	Level 4	1,170.00	669.60	835.65	1,004.85	1,170.00	26.00	

\*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 01/09/2009**

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							
	PW	PH	R	PH	PW	PH	R	PH	PW	PH	R	PH	PW	PH	R	PH	PW	PH	R	PH				
Grade 1	500,85	11,13	R	11,36	511,20	11,36	R	11,36	500,85	11,13	R	10,20	500,85	11,13	R	11,13	500,85	11,13	R	11,13				
Grade 2	672,75	14,95	R	14,95	672,75	14,95	R	14,95	672,75	14,95	R	13,14	672,75	14,95	R	14,95	672,75	14,95	R	14,95				
Grade 3	727,65	16,17	R	16,17	727,65	16,17	R	16,17	727,65	16,17	R	15,46	727,65	16,17	R	16,17	727,65	16,17	R	16,17				
Grade 4	-	-	R	17,66	794,70	17,66	R	17,66	794,70	17,66	R	16,89	793,70	17,66	R	17,66	793,70	17,66	R	17,66				
Grade 5	886,50	19,70	R	19,70	886,50	19,70	R	19,70	886,50	19,70	R	18,80	886,50	19,70	R	19,70	886,50	19,70	R	19,70				
Grade 6	1065,15	23,67	R	23,67	1065,15	23,67	R	23,67	1065,15	23,67	R	22,59	1065,15	23,67	R	23,67	1065,15	23,67	R	23,67				
Class of Employee	All Areas				All Areas				All Areas				All Areas				All Areas							
Grade 7	1326,15	29,47	R	29,47	-	-	R	29,47	1326,15	29,47	R	29,47	1316,15	29,47	R	29,47	1316,15	29,47	R	29,47				
Grade 8	1516,05	33,69	R	33,69	1516,05	33,69	R	33,69	1516,05	33,69	R	33,69	1516,05	33,69	R	33,69	1516,05	33,69	R	33,69				
Watchman	612,60	no hourly rate	R	no hourly rate	612,60	no hourly rate	R	no hourly rate	612,60	no hourly rate	R	no hourly rate	612,60	no hourly rate	R	no hourly rate	612,60	no hourly rate	R	no hourly rate				
CHAPTER 3 MEASURING INSTRUMENT BONUS	PW				PW				PW				PW				PW							
	13,80				13,80				13,80				13,80				13,80							
vernier/micrometer tape/ruler/square/sets	13,80				13,80				13,80				13,80				13,80							
	9,20				9,20				9,20				9,20				9,20							
Provisions for Chapter 4 Operatives													GUARANTEED INCREASE				INCREASE ON ACTUAL EARNINGS							
MINIMUM													PW				PH				FOR CHAPTER III			
1. Op. Engine Assembler													886,50				19,70				7.5% will be paid on actual wages for the			
1st 18 Months Experience													1326,15				29,47				period 1 September 2009 to 31 August 2010			
Thereafter													886,50				19,70				1,37			
2. Operative Grade A													1065,15				23,67				1,93			
1st 12 Months Experience													886,50				19,70				1,37			
Thereafter													1065,15				23,67				1,65			
3. Operative Grade B													727,65				16,17				*FOR GUARANTEED INCREASE SEE			
1st 6 Months Experience													794,70				17,66				DIVISION C CHAPTER I SCHEDULE			
Thereafter													50,85				1,13				ABOVE/PREVIOUS			
													55,35				1,23							