



MIBCO SHARED SERVICES CENTRE
REGISTERED UNDER THE LABOUR RELATIONS ACT 66 OF 1995
Reg. No. LR2/6/6/1

P O BOX 2578, RANDBURG, 2125
Telephone: 0861 664 226 or (011) 369-7500 Fax (011) 369-7503
VAX 086 674 6833

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**TO ALL EMPLOYERS IN THE MOTOR INDUSTRY
2011/2012 PRESCRIBED MINIMUM & GUARANTEED WAGES**

The Main Collective Agreement for the Motor Industry (Govt. Gazette No. 33963) Govt. Notice No. R1146 dated 28 January 2011, came into effect on Monday 7 February 2011 and shall remain in effect for the period ending 31 August 2013. Below is a brief summary of the new **minimum wage rates and guaranteed wage increases for the period 1 September 2011 to 31 August 2012.**

**MAIN AGREEMENT - DIVISION C
CHAPTER 3 CLAUSE 4: WAGES**

Take note that employees in Chapter 3 establishments, inclusive of Division B employees employed at Chapter 3 establishments, who earn less than R 115 500 per annum will be eligible for annual increases as prescribed in the relevant wage schedule.

**INDUSTRY SECTOR CLASSIFICATION
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.

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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. Such application must be lodged no later than 21 days from 1 September 2011 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:

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

For further assistance please contact your local MIBCO Regional Office as listed on our website www.mibco.org.za

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

MINIMUM WAGES / SALARIES - INCREASES - WAGE SCHEDULE

EFFECTIVE FROM 01/09/2011

| 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 | PW | P M | PW | PM |
| (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 | 747,25 | 3238,08 | 722,28 | 3129,88 | 762,65 | 3304,82 | 728,65 | 3157,48 | 55,35 | 239,85 |
| during 3rd year of experience | 852,63 | 3694,73 | 821,79 | 3561,09 | 868,83 | 3764,93 | 828,33 | 3589,43 | 63,16 | 273,69 |
| thereafter | 981,96 | 4255,16 | 947,55 | 4106,05 | 1001,38 | 4339,31 | 955,56 | 4140,76 | 72,74 | 315,21 |
| | 1140,04 | 4940,17 | 1095,12 | 4745,52 | 1160,76 | 5029,96 | 1093,53 | 4738,63 | 84,45 | 365,95 |
| (b) Motor vehicle sales person- During 1st year of experience | 901,61 | 3906,98 | 866,56 | 3755,09 | 901,61 | 3906,98 | 866,56 | 3755,09 | 66,79 | 289,42 |
| thereafter. | 1162,60 | 5037,93 | 1109,93 | 4809,70 | 1162,60 | 5037,93 | 1109,93 | 4809,70 | 85,96 | 372,49 |
| (c) Bookkeeper | 1465,74 | 6351,54 | 1415,06 | 6131,93 | 1478,44 | 6406,57 | 1402,47 | 6077,37 | 108,57 | 470,47 |
| (d) Accountant | 2493,47 | 10 805,04 | 2404,93 | 10 421,36 | 2526,43 | 10 947,86 | 2418,03 | 10 478,13 | 184,70 | 800,37 |
| (e) Parts salesperson - During 1st year of experience | 939,76 | 4072,29 | 909,72 | 3942,12 | 943,64 | 4089,11 | 911,14 | 3948,27 | 69,61 | 301,64 |
| thereafter | 1154,40 | 5002,40 | 1107,55 | 4799,38 | 1154,40 | 5002,40 | 1107,55 | 4799,38 | 85,51 | 370,54 |
| 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 | 943,64 | | 4089,11 | | 943,64 | | 4089,11 | | 69,90 | 302,90 |
| thereafter | 1154,40 | | 5002,40 | | 1154,40 | | 5002,40 | | 85,51 | 370,54 |
| (g) Supply sales person - during 1st year of experience | 943,64 | | 4089,11 | | 943,64 | | 4089,11 | | 69,90 | 302,90 |
| during 2nd year of experience | 1080,89 | | 4683,86 | | 1081,13 | | 4684,90 | | 80,07 | 346,97 |
| during 3rd year of experience | 1211,63 | | 5250,40 | | 1211,63 | | 5250,40 | | 89,75 | 388,92 |
| thereafter | 1300,30 | | 5634,63 | | 1300,30 | | 5634,63 | | 96,32 | 417,39 |
| (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 01/09/2011

| 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 * | 642,60 | 14,28 | 628,65 | 13,97 | - | | | | 129,60 | 2,88 |
| Parking Garage Attendant | 451,35 | 10,03 | 417,60 | 9,28 | | | | | 33,30 | 0,74 |
| Char | 589,50 | 13,10 | 558,00 | 12,40 | 617,40 | 13,72 | 571,95 | 12,71 | 43,65 | 0,97 |
| Grade 2 | 792,00 | 17,60 | 724,05 | 16,09 | 827,55 | 18,39 | 739,80 | 16,44 | 58,50 | 1,30 |
| Grade 3 | 856,80 | 19,04 | 841,05 | 18,69 | 888,75 | 19,75 | 868,05 | 19,29 | 63,45 | 1,41 |
| Grade 4 | 935,55 | 20,79 | 918,00 | 20,40 | 969,75 | 21,55 | 947,25 | 21,05 | 69,30 | 1,54 |
| Grade 5 | 1043,55 | 23,19 | 1022,85 | 22,73 | 1075,95 | 23,91 | 1052,55 | 23,39 | 77,40 | 1,72 |
| Grade 6 | 1253,70 | 27,86 | 1228,50 | 27,30 | 1281,60 | 28,48 | 1254,15 | 27,87 | 92,70 | 2,06 |
| Class of Employees | All Areas | | | | All Areas | | | | All Areas | |
| | P W | | P H | | P W | | P H | | P W | P H |
| Grade 7 | | 1561,05 | | 34,69 | | 1579,50 | | 35,10 | 115,65 | 2,57 |
| Grade 8 | | 1784,70 | | 39,66 | | 1804,95 | | 40,11 | 132,30 | 2,94 |
| Forecourt Attendant** | | 708,30 | | 15,74 | | 708,30 | | 15,74 | 58,50 | 1,30 |
| Watchman | | 721,15 | | no hourly rate | | 746,96 | | no hourly rate | 55,33 | 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 | | NQF LEARNERSHIPS | P W | P H | CBMT | P W | |
| | | 873,00 | | 19,40 | | Level 1 | 873,00 | | | 19,40 |
| Second year | | 1082,25 | | 24,05 | Level 2 | 957,60 | 21,28 | 1039,05 | 23,09 | |
| Third year | | 1330,20 | | 29,56 | Level 3 | 1082,25 | 24,05 | 1249,20 | 27,76 | |
| 4 YEAR TRADE | | | | | Level 4 | 1330,20 | 29,56 | 1454,40 | 32,32 | |
| | First year | | 873,00 | 19,40 | | | | | | |
| Second year | | 957,60 | 21,28 | | | | | | | |
| Third year | | 1082,25 | 24,05 | | | | | | | |
| Fourth year | | 1330,20 | 29,56 | | | | | | | |

*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 01/09/2011

| 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 | | PW | PH | | |
| Grade 1 | R 589,50 | R 13,10 | R 601,65 | R 13,37 | R 589,50 | R 13,10 | R 558,00 | R 12,40 | R 589,50 | R 13,10 | 3 Year Trade | | | | |
| Grade 2 | 792,00 | 17,60 | 792,00 | 17,60 | 792,00 | 17,60 | 724,05 | 16,09 | 792,00 | 17,60 | First Year | 873,00 | 19,40 | | |
| Grade 3 | 856,80 | 19,04 | 856,80 | 19,04 | 856,80 | 19,04 | 841,05 | 18,69 | 856,80 | 19,04 | Second Year | 1082,25 | 24,05 | | |
| Grade 4 | - | - | 935,55 | 20,79 | 935,55 | 20,79 | 918,00 | 20,40 | 935,55 | 20,79 | Third year | 1330,20 | 29,56 | | |
| Grade 5 | 1043,55 | 23,19 | 1043,55 | 23,19 | 1043,55 | 23,19 | 1022,85 | 22,73 | 1043,55 | 23,19 | 4 Year Trade | | | | |
| Grade 6 | 1253,70 | 27,86 | 1253,70 | 27,86 | 1253,70 | 27,86 | 1228,50 | 27,30 | 1253,70 | 27,86 | First Year | 873,00 | 19,40 | | |
| Class of Employee | All Areas | | All Areas | | All Areas | | | | All Areas | | Third Year | 1082,25 | 24,05 | | |
| | P W | P H | P W | P H | P W | P H | P W | P H | P W | P H | Fourth Year | 1330,20 | 29,56 | | |
| Grade 7 | 1561,05 | 34,69 | - | - | 1561,05 | 34,69 | 1561,05 | 34,69 | 1561,05 | 34,69 | CBMT | | | | |
| Grade 8 | 1784,70 | 39,66 | 1784,70 | 39,66 | 1784,70 | 39,66 | 1784,70 | 39,66 | 1784,70 | 39,66 | Level 1 | 832,50 | 18,50 | | |
| Watchman | 721,15 | no hourly rate | 721,15 | no hourly rate | 721,15 | no hourly rate | 721,15 | no hourly rate | 721,15 | no hourly rate | Level 2 | 1039,05 | 23,09 | | |
| | | | | | | | | | | | Level 3 | 1249,20 | 27,76 | | |
| | | | | | | | | | | | Level 4 | 1454,40 | 32,32 | | |
| | | | | | | | | | | | | | | | |
| CHAPTER 3 | PW | | | | Provisions for Chapter 4 Operatives | | | | GUARANTEED INCREASE | | NQF Learnership | | | | |
| MEASURING INSTRUMENT BONUS | | | | | MINIMUM | | PW | PH | PW | PH | PW | PH | Level 1 | 873,00 | 19,40 |
| vernier/micrometer | | | | | 13.80 | 1. Op. Engine Assembler | | | | | | | Level 2 | 957,60 | 21,28 |
| tape/rule/square/sets | | | | | 9.20 | 1st 18 Months Experience | 1043,55 | 23,19 | 77,40 | 1,72 | Level 3 | 1082,25 | 24,05 | | |
| | | Thereafter | 1561,05 | 34,69 | 115,65 | 2,57 | Level 4 | 1330,20 | 29,56 | | | | | | |
| | | 2. Operative Grade A | | | | | | | | INCREASE ON ACTUAL EARNINGS FOR CHAPTER III | | | | | |
| | | 1st 12 Months Experience | 1043,55 | 23,19 | 77,40 | 1,72 | 8% will be paid on actual wages for the period 1 September 2011 to 31 August 2012 | | | | | | | | |
| | | Thereafter | 1253,70 | 27,86 | 92,70 | 2,06 | *SEE GUARANTEED INCREASE | | | | | | | | |
| | | 3. Operative Grade B | | | | | DIVISION C CHAPTER I SCHEDULE | | | | | | | | |
| | | 1st 6 Months Experience | 856,80 | 19,04 | 63,45 | 1,41 | | | | | | | | | |
| | | Thereafter | 935,55 | 20,79 | 69,30 | 1,54 | | | | | | | | | |