



Circular No. 01/2011

31 January 2011

**TO ALL EMPLOYERS IN THE MOTOR INDUSTRY
2010/2011 PRESCRIBED MINIMUM & GUARANTEED WAGES**

The Main Collective Agreement for the Motor Industry (Govt. Gazette No. 33963) Govt. Notice No. R31 dated 28 January 2011, comes into effect as prescribed and shall remain in effect for the period ending 31 August 2013. Hereunder is a brief summary of the new **minimum wage rates and guaranteed wage increases for the period 1 September 2010 to 31 August 2011, inclusive.**

The wage increases shall come into effect for the Parties as follows:

- 1) Chapter III – 1 September 2010*
- 2) Sector 5 – 6 October 2010
- 3) All other sectors/chapters – 1 October 2010.

and remain in force for the period ending 31 August 2011.

The wage increases shall come into effect for the non-Parties on Monday 7 February 2011 and shall remain in force for the period ending 31 August 2011.

***NOTE:** Division B employees employed at Chapter III establishments who earn less than R115 500 per annum will be eligible for annual increases as stipulated in Division C Chapter III Clause 4. The threshold of R115 500 to remain for the duration of the Agreement ending 31 August 2013.

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.

QUERIES

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

DIVISION C, CHAPTER 1 - CLAUSE 3 - WAGES

WAGE SCHEDULE : MINIMUM WAGES

EFFECTIVE FROM 01/10/2010

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 *	513,00	11,40	485,10	10,78	-				129,60	2,88
Parking Garage Attendant	418,05	9,29	380,25	8,45					34,65	0,77
Char	545,85	12,13	508,95	11,31	571,50	12,70	520,20	11,56	45,00	1,00
Grade 2	733,50	16,30	658,35	14,63	766,35	17,03	671,40	14,92	60,75	1,35
Grade 3	793,35	17,63	769,05	17,09	823,05	18,29	793,80	17,64	65,70	1,46
Grade 4	866,25	19,25	839,70	18,66	897,75	19,95	865,80	19,24	71,55	1,59
Grade 5	966,15	21,47	935,10	20,78	996,30	22,14	962,55	21,39	79,65	1,77
Grade6	1161,00	25,80	1123,65	24,97	1186,65	26,37	1146,60	25,48	95,85	2,13
Class of Employees	All Areas				All Areas				All Areas	
	P W		P H		P W		P H		PW	PH
Grade 7	1445,40		32,12		1462,50		32,50		119,25	2,65
Grade 8	1652,40		36,72		1671,30		37,14		136,35	3,03
Forecourt Attendant**	649,80		14,44		649,80		14,44		58,95	1,31
Watchman	667,73		no hourly rate		691,63		no hourly rate		55,13	no hourly rate
APPRENTICES	ALL AREAS				LEARNERS	ALL AREAS		° Not Applicable to Sector 6 Establishments		
	ALL CHAPTERS					ALL CHAPTERS				
3 YEAR TRADE	P W		P H		NQF LEARNERSHIPS	PW	PH	CBMT	PW	
First year		786,60		17,48	Level 1	786,60	17,48	Level 1	750,15	
Second year		975,15		21,67	Level 2	862,65	19,17	Level 2	936,00	
Third year		1198,35		26,63	Level 3	975,15	21,67	Level 3	1125,45	
4 YEAR TRADE					Level 4	1198,35	26,63	Level 4	1310,40	
First year		786,60		17,48	*Forecourt Attendant wages for Diesel outlets only. ** Forecourt Attendant wages for outlets selling Petrol & Diesel					
Second year		862,65		19,17						
Third year		975,15		21,67						
Fourth year		1198,35		26,63						

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

MINIMUM WAGES / SALARIES - INCREASES - WAGE SCHEDULE

EFFECTIVE FROM 01/10/2010

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 during 2nd year of experience during 3rd year of experience thereafter	R 691,90 789,47 909,22 1055,59	R 2998,23 3421,01 3939,95 4574,22	R 659,78 750,49 865,43 999,83	R 2859,05 3252,12 3750,20 4332,60	R 706,16 804,47 927,20 1074,78	R 3060,03 3,486.04 4017,87 4657,38	R 644,95 755,77 871,92 1006,69	R 2881,45 3275,00 3778,32 4362,32	R 57,13 65,19 75,07 87,16	R 247,56 282,49 325,30 377,69
(b) Motor vehicle sales person- During 1st year of experience thereafter.	834,82 1076,48	3617,55 4664,75	791,19 1012,82	3428,49 4388,89	834,82 1076,48	3617,55 4664,75	791,19 1012,82	3428,49 4388,89	68,93 88.88	298,70 385,15
(c) Bookkeeper	1357,17	5881,07	1292,48	5600,75	1368,93	5932,03	1296,23	5617,00	112,06	485,59
(d) Accountant	2308,77	10004,67	2196,42	9517,82	2339,29	10136,92	2206,95	9563,45	190,63	826,06
(e) Parts salesperson - During 1st year of experience thereafter	870,15 1068,89	3770,65 4631,86	831,10 1011,07	3601,43 4381,30	873,74 1068,89	3786,21 4631,86	832,22 1011,20	3606,29 4381,87	71,86 88,26	311,39 382,46
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 thereafter	873,74 1068,89		3786,21 4631,86		873,74 1068,89		3786,21 4631,86		72,14 88,26	312,61 382,46
(g) Supply sales person - during 1st year of experience during 2nd year of experience during 3rd year of experience thereafter	873,74 1000,82 1121,88 1203,98		3786,21 4336,89 4861,48 5217,25		873,74 1001,05 1121,88 1203,98		3786,21 4337,88 4861,48 5217,25		72,14 82,64 92,63 99,41	312,61 358,11 401,40 430,78
(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 II - V : CLAUSE 3 - WAGES

WAGE SCHEDULE : MINIMUM WAGES

EFFECTIVE FROM 01/10/2010

Class of Employee	CHAPTER 2*		CHAPTER 3		CHAPTER 4*				CHAPTER 5*		APPRENTICES/LEARNERS		
	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	R	R	R	R	R	R	R	R	R	3 Year Trade		
Grade 2	545,85	12,13	557,10	12,38	545,85	12,13	508,95	11,31	545,85	12,13	First Year	786,60	17,48
Grade 3	733,50	16,30	733,50	16,30	733,50	16,30	658,35	14,63	733,50	16,3	Second Year	975,15	21,67
Grade 4	793,35	17,63	793,35	17,63	793,35	17,63	769,05	17,09	793,35	17,63	Third year	1198,35	26,63
Grade 5	-	-	866,25	19,25	866,25	19,25	839,70	18,66	866,25	19,25	4 Year Trade		
Grade 6	966,15	21,47	966,15	21,47	966,15	21,47	935,10	20,78	966,15	21,47	First Year	786,60	17,48
	1161,00	25,80	1161,00	25,80	1161,00	25,80	1123,65	24,97	1161,00	25,80	Second Year	862,65	19,17
Class of Employee	All Areas		All Areas		All Areas				All Areas		Third Year	975,15	21,67
	P W	P H	P W	P H	P W		P H		P W	P H	Fourth Year	1198,35	26,63
Grade 7	1445,40	32,12	-	-	1445,40	32,12	1445,40	32,12	1445,40	32,12	NQF Learnership		
Grade 8	1652,40	36,72	1652,40	36,72	1652,40	36,72	1652,40	36,72	1652,40	36,72	Level 1	786,60	17,48
Watchman	667,73	no hourly rate	667,73	no hourly rate	667,73	no hourly rate	667,73	no hourly rate	667,73	no hourly rate	Level 2	862,65	19,17
											Level 3	975,15	21,67
CHAPTER 3					Provisions for Chapter 4 Operatives				GUARANTEED INCREASE		Level 4	1198,35	26,63
MEASURING INSTRUMENT BONUS	PW				MINIMUM	PW	PH		PW	PH	CBMT		
vernier/micrometer	13,80				1. Op. Engine Assembler						Level 1	750,15	16,67
tape/rule/square/sets	9,20				1st 18 Months Experience	966,15	21,47		79,65	1,77	Level 2	936,00	20,80
					Thereafter	1445,40	32,12		119,25	2,65	Level 3	1125,45	25,01
					2. Operative Grade A						Level 4	1310,40	29,12
					1st 12 Months Experience	966,15	21,47		79,65	1,77			
					Thereafter	1161,00	25,80		95,85	2,13			
					3. Operative Grade B								
					1st 6 Months Experience	793,35	17,63		65,70	1,46			
					Thereafter	866,25	19,25		71,55	1,59			