



MIBCO SHARED SERVICES CENTRE

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

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Circular No: 05/2012

15 August 2012

TO ALL EMPLOYERS IN THE MOTOR INDUSTRY 2012/2013 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. Hereunder is a brief summary of the new **minimum wage rates and guaranteed wage increases for the period 1 September 2012 to 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.

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:

- Formal financial information
- Written motivation
- 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

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

WAGE SCHEDULE : MINIMUM WAGES - EFFECTIVE FROM 01/09/2012

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	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	799.56	3464.76	782.34	3390.14	816.04	3536.17	789.86	3422.73	52.31	226.68
during 3rd year of experience	912.31	3953.34	890.28	3857.88	929.65	4028.48	898.04	3891.51	59.68	258.61
thereafter	1050.70	4553.03	1026.45	4449.95	1071.48	4643.08	1035.92	4488.99	78.74	341.21
	1219.84	5285.97	1186.67	5142.24	1242.01	5382.04	1186.53	5141.63	79.80	345.80
(b) Motor vehicle sales person- During 1st year of experience	964.72	4180.45	938.76	4067.96	964.72	4180.45	938.76	4067.96	63.11	273.48
thereafter.	1243.81	5389.84	1203.21	5213.91	1243.98	5390.58	1203.22	5213.95	81.23	352.00
(c) Bookkeeper	1568.34	6796.14	1532.84	6642.31	1581.93	6855.03	1539.20	6669.87	102.60	444.60
(d) Accountant	2668.01	11561.38	2605.26	11289.46	2703.28	11714.21	2620.83	11356.93	174.54	756.34
(e) Parts salesperson - During 1st year of experience	1005.54	4357.34	985.26	4269.46	1009.69	4375.32	986.96	4276.83	66.78	289.38
thereafter	1235.21	5352.58	1200.24	5201.04	1235.21	5352.58	1194.18	5174.78	80.81	350.18
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		1009.69		4375.32		1009.69		4375.32	66.05	286.22
thereafter		1235.21		5352.58		1235.21		5352.58	78.81	341.51
(g) Supply sales person - during 1st year of experience		1009.69		4375.32		1009.69		4375.32	66.05	286.22
during 2nd year of experience		1156.55		5011.72		1156.81		5012.84	75.66	327.86
during 3rd year of experience		1296.44		5617.91		1296.44		5617.91	84.81	367.51
thereafter		1391.32		6029.05		1391.32		6029.05	91.02	394.42
(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 01/09/2012

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 *	772.20	17.16	772.20	17.16	-				129.60	2,88
Parking Garage Attendant	482.85	10.73	453.60	10.08					31.50	0.70
Cashier	847.35	18.83	780.75	17.35						
Char	630.90	14.02	605.25	13.45	660.60	14.68	621.45	13.81	41.40	0.92
Grade 2	847.35	18.83	787.05	17.49	885.60	19.68	760.50	16.90	55.35	1.23
Grade 3	916.65	20.37	909.90	20.22	950.85	21.13	939.60	20.88	59.85	1.33
Grade 4	1,001.25	22.25	993.60	22.08	1,037.70	23.06	1,025.55	22.79	65.70	1.46
Grade 5	1,116.45	24.81	1,106.65	24.59	1,151.10	25.58	1,138.95	25.31	72.90	1.62
Grade6	1,341.45	29.81	1,329.30	29.54	1,371.15	30.47	1,343.70	29.86	87.75	1.95
Class of Employees	All Areas				All Areas				All Areas	
	P W		P H		P W		P H		PW	PH
Grade 7	1,670.40		37.12		1,690.20		37.56		109.35	2.43
Grade 8	1,909.80		42.44		1,931.40		42.92		125.10	2.78
Forecourt Attendant**	772.20		17.16		772.20		17.16		63.90	1.42
Watchman	771.63		no hourly rate		799.25		no hourly rate		50,48	no hourly rate
APPRENTICES	ALL AREAS				LEARNERS	ALL AREAS		° Not Applicable to Sector 6 Establishments		
	ALL CHAPTERS					ALL CHAPTERS				
						NQF LEARNERSHIPS		CBMT		
3 YEAR TRADE	P W		P H			PW	PH	PW	PH	
First year	960.30		21.34		Level 1	960.30	21.34	915.75	20.35	
Second year	1190.70		26.46		Level 2	1053.45	23.41	1,143.00	25.40	
Third year	1463.40		32.52		Level 3	1190.70	26.46	1,374.30	30.54	
4 YEAR TRADE					Level 4	1463.40	32.52	1,599.75	35.55	
First year	960.30		21.34		*Forecourt Attendant wages for Diesel outlets only. ** Forecourt Attendant wages for outlets selling Petrol & Diesel Sector 5 Wage Increases will be subject to the fuel profit margin adjustment to be defined by the Department of Energy and Minerals, which when pronounced, will be advised to the Industry					
Second year	1053.45		23.41							
Third year	1190.70		26.46							
Fourth year	1463.40		32.52							

DIVISION C, CHAPTER II - V : CLAUSE 3 - WAGES
WAGE SCHEDULE : MINIMUM WAGES - EFFECTIVE FROM 01/09/2012

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 Grade 2 Grade 3 Grade 4 Grade 5 Grade 6	R	R	R	R	R	R	R	R	R	R	3 Year Trade			
	630.90	14.02	649.80	14.44	630.90	14.02	605.25	13.45	630.90	14.02	First Year	960.30	21.34	
	847.35	18.83	855.45	19.01	847.35	18.83	787.05	17.49	847.35	18.83	Second Year	1190.70	26.46	
	916.65	20.37	925.20	20.56	916.65	20.37	909.90	20.22	916.65	20.37	Third year	1463.40	32.52	
	-	-	1010.25	22.45	1,001.25	22.25	993.60	22.08	1,001.25	22.25	4 Year Trade			
	1,116.45	24.81	1127.25	25.05	1,116.45	24.81	1,106.65	24.59	1,116.45	24.81	First Year	960.30	21.34	
Class of Employee	All Areas		All Areas		All Areas				All Areas		Third Year	1190.70	26.46	
	P W	P H	P W	P H	P W		P H		P W	PH	Fourth Year	1463.40	32.52	
	Grade 7	1,670.40	37.12	-	-	1,670.40		37.12		1,670.40	37.12	NQF Learnership		
	Grade 8	1,909.80	42.44	1,927.35	42.83	1,909.80		42.44		1,909.80	42.44	Level 1	960.30	21.34
Watchman	771.63	no hourly rate	771.63	no hourly rate	771.63	no hourly rate	771.63	no hourly rate	771.63	no hourly rate	Level 2	1053.45	23.41	
											Level 3	1190.70	26.46	
CHAPTER 3					Provisions for Chapter 4 Operatives				GUARANTEED INCREASE		CBMT			
MEASURING INSTRUMENT BONUS					MINIMUM		PW	PH	PW	PH	Level 1	915.75	20.35	
					1. Op. Engine Assembler						Level 2	1143.00	25.40	
					1st 18 Months Experience		1116.45	24.81	72.90	1.62	Level 3	1374.30	30.54	
	Thereafter				1670.40	37.12	109.35	2.43	Level 4	1599.75	35.55			
					2. Operative Grade A									
					1st 12 Months Experience		1116.45	24.81	72.90	1.62				
					Thereafter		1341.45	29.81	87.75	1.95				
					3. Operative Grade B									
					1st 6 Months Experience		916.65	20.37	59.85	1.33				
			Thereafter		1001.25	22.25	65.70	1.46						