



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

Circular No: 06/2012

15 August 2012

TO ALL EMPLOYERS IN THE MOTOR INDUSTRY

Please be advised of the following changes for the period **1 September 2012 to 31 August 2013**:

THRESHOLD OF EARNINGS

Employees earning an annual income, excluding commission on sales, in excess of the values per area as specified below, must subscribe to the provisions of the Agreement as set out in the attached schedule.

AREA A: - R 149 736.00

AREA B: - R 130 252.00

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.

SCHEDULE

ADMINISTRATIVE AGREEMENT

Clause 5	-	Deductions from Earnings
Clause 13	-	Employees' Representatives on the Council
Clause 14	-	Prohibition of Cession of Benefits

MAIN AGREEMENT - DIVISION A

Clause 2.2	-	Definitions
Clause 3.8	-	Payment of Earnings
Clause 3.10	-	Piece Work
Clause 3.11	-	Commission Work
Clause 3.13	-	Travelling Allowances
Clause 5.1	-	Annual Leave & Accrued Leave Pay
Clause 5.2	-	Sick Leave
Clause 5.3	-	Maternity Leave
Clause 7.1	-	Termination of Service
Clause 7.3	-	Retrenchment Pay
Clause 7.4(1)	-	Desertion
Clause 7.5	-	Certificate of Service
Clause 9.1	-	Outwork
Clause 9.3(2)	-	Damage and/or Loss of Property or Assets
Clause 9.6	-	Public Holidays

PROVIDENT FUND CONTRIBUTIONS BASED ON COMMISSION EARNINGS

The employee contribution to the provident fund on commission earnings, for the period **01 September 2012 to 31 August 2013**, is limited to **R 11 336.44** per month, unless a written agreement is undertaken between employer and employee to waive same.

ADDITIONAL HOLIDAY PAY CONTRIBUTIONS

Your attention is drawn to the following increase in contributions, which will be effective from **01 September 2012**, and will be reflected on the **September 2012 forecasts**.

Occupation Description	Rate per week
1st Year Apprentice – 3 Year Contract	R 36.95
2nd Year Apprentice – 3 Year Contract	R 41.26
3rd Year Apprentice – 3 Year Contract	R 56.29
1st Year Apprentice – 4 Year Contract	R 36.95
2nd Year Apprentice – 4 Year Contract	R 40.52
3rd Year Apprentice – 4 Year Contract	R 45.80
4th Year Apprentice – 4 Year Contract	R 56.29
Grade 7 Employee (B/A and Exempted Journeyman)	R 64.25
Grade 8 Employee (Journeyman)	R 73.44

---o0o---