



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. 15/2013)

25 October 2013

TO ALL EMPLOYERS AND EMPLOYEES IN THE MOTOR INDUSTRY

WAGE NEGOTIATIONS UPDATE 2

Further to Circular No. 14/2013 dated 18 October 2013 and as a result of the current negotiations, Mibco has the pleasure in enclosing the new Wage Schedule for the period ending 31 August 2014.

Mibco further confirms that the agreement must still be forwarded to the Department of Labour for promulgation by the Minister.

The **implementation date** will be forwarded once it has been announced by the Minister but in the interim Mibco encourages the implementation of the agreed wage increases.

Please note that the current agreement is a party only agreement and therefore not applicable to non-party establishments in terms of Section 31 of the Labour Relations Act.

The dispute between MISA and the RMI has not been resolved and is at present ongoing.

You are cordially reminded to visit the MIBCO web page (www.mibco.org.za) for regular updates!

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DIVISION C, CHAPTER 1 - CLAUSE 3 - WAGES

Class of employee	CHAPTER 1						CHAPTER 1					
	SECTOR 4, 5 & 7 ONLY						SECTOR 6 ONLY					
	Area A			Other Areas			Area A			Other Areas		
	PW	PH	R	PW	PH	R	PW	PH	R	PW	PH	R
Grade 1	R	861.75	19.15	R	861.75	19.15	R	861.75	19.15	R	861.75	19.15
Forecourt Attendant		526.50	11.70		508.50	11.30		508.50	11.30		508.50	11.30
Parking Garage Attendant		945.45	21.01		890.10	19.78		890.10	19.78		890.10	19.78
Cashier		704.25	15.65		689.85	15.33		689.85	15.33		689.85	15.33
Char (Sector 5)*		687.60	15.28		673.20	14.96		673.20	14.96		673.20	14.96
Char		923.40	20.52		874.35	19.43		874.35	19.43		874.35	19.43
Grade 2		999.00	22.20		999.00	22.20		999.00	22.20		999.00	22.20
Grade 3		1 091.25	24.25		1 091.25	24.25		1 091.25	24.25		1 091.25	24.25
Grade 4		1 216.80	27.04		1 216.80	27.04		1 216.80	27.04		1 216.80	27.04
Grade 5		1 462.05	32.49		1 461.15	32.47		1 461.15	32.47		1 461.15	32.47
Grade 6												
Class of Employees												
Grade 7		1 820.70	40.46		1 842.30	40.94		1 842.30	40.94		1 842.30	40.94
Grade 8		2 081.70	46.26		2 105.10	46.78		2 105.10	46.78		2 105.10	46.78
Watchman		841.08	no hourly rate		871.18	no hourly rate		871.18	no hourly rate		871.18	no hourly rate
APPRENTICES												
3 YEAR TRADE												
First year		1 046.70	23.26		1 046.70	23.26		1 046.70	23.26		1 046.70	23.26
Second year		1 297.80	28.84		1 297.80	28.84		1 297.80	28.84		1 297.80	28.84
Third year		1 595.25	35.45		1 595.25	35.45		1 595.25	35.45		1 595.25	35.45
4 YEAR TRADE												
First year		1 046.70	23.26		1 046.70	23.26		1 046.70	23.26		1 046.70	23.26
Second year		1 148.40	25.52		1 148.40	25.52		1 148.40	25.52		1 148.40	25.52
Third year		1 297.80	28.84		1 297.80	28.84		1 297.80	28.84		1 297.80	28.84
Fourth year		1 595.25	35.45		1 595.25	35.45		1 595.25	35.45		1 595.25	35.45

*Minimum wage increases as prescribed for Chars in Sector 5 only.

Sector 5 Wages are with effect from 2 October 2013.

DIVISION C, CHAPTER II - V : CLAUSE 3 - WAGES
WAGE SCHEDULE : MINIMUM WAGES - EFFECTIVE DATE TBA

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			All Areas			All Areas			All Areas		
	PW	PH	R	PW	PH	R	PW	PH	R	PW	PH	R	PW	PH	R
Grade 1	687.60	15.28	15.88	714.60	15.88	15.28	687.60	15.28	14.96	687.60	15.28	15.28	1046.70	23.26	
Grade 2	923.40	20.52	20.91	940.95	20.91	20.52	923.40	20.52	19.43	923.40	20.52	20.52	1297.80	28.84	
Grade 3	999.00	22.20	22.62	1017.90	22.62	22.20	999.00	22.20	22.20	999.00	22.20	22.20	1595.25	35.45	
Grade 4	-	-	24.70	1111.50	24.70	24.25	1091.25	24.25	24.25	1091.25	24.25	24.25	1595.25	35.45	
Grade 5	1216.80	27.04	27.56	1240.20	27.56	27.04	1216.80	27.04	27.04	1216.80	27.04	27.04	1046.70	23.26	
Grade 6	1462.05	32.49	33.06	1487.70	33.06	32.49	1462.05	32.49	32.47	1462.05	32.49	32.49	1148.40	25.52	
Class of Employee	All Areas			All Areas			All Areas			All Areas			All Areas		
	PW	PH		PW	PH		PW	PH		PW	PH		PW	PH	
	1820.70	40.46	-	-	-	1820.70	40.46	1820.70	40.46	1820.70	40.46	40.46	1046.70	23.26	
	2081.70	46.26	47.11	2119.95	47.11	2081.70	46.26	2081.70	46.26	2081.70	46.26	46.26	1148.40	25.52	
Grade 8	All Areas			All Areas			All Areas			All Areas			All Areas		
	PW	PH		PW	PH		PW	PH		PW	PH		PW	PH	
	1820.70	40.46	-	-	-	1820.70	40.46	1820.70	40.46	1820.70	40.46	40.46	1046.70	23.26	
	2081.70	46.26	47.11	2119.95	47.11	2081.70	46.26	2081.70	46.26	2081.70	46.26	46.26	1148.40	25.52	
CHAPTER 3			Provisions for Chapter 4 Operatives			GUARANTEED INCREASE			CBMT			CHAPTER 3			
MEASURING INSTRUMENT BONUS			MINIMUM			PW			PH			PW			
1. Op. Engine Assembler			1st 18 Months Experience			1216.80			27.04			100.35			
			Thereafter			1820.70			40.46			150.30			
2. Operative Grade A			1st 12 Months Experience			1216.80			27.04			100.35			
			Thereafter			1462.05			32.49			120.60			
3. Operative Grade B			1st 6 Months Experience			999.00			22.20			82.35			
			Thereafter			1091.25			24.25			90.00			
vernier/micrometer			PW			13.80			2.23			998.10			
tape/rule/square/sets			9.20			9.20			2.68			1246.05			
												1498.05			
												1743.75			
												22.18			
												27.69			
												33.29			
												38.75			
												CHAPTER 3			
												* Chapter 3 Wages are effective from			
												1 September 2013.			

DIVISION B & D - CLAUSE 3 (WAGES) - ALL CHAPTERS & SECTORS													
WAGE SCHEDULE : MINIMUM WAGES - EFFECTIVE DATE TBA													
Class of employee	SECTORS 1,2,3,4,5 & 7												
	SECTOR 6 ONLY												
	Minimum Wages												
	Area A			Other Areas			Area A			Other Areas			SECTORS 1(ch 2),2,3,4,5,& 7
	PW	PM	R	PW	PM	R	PW	PM	R	PW	PM	R	GUARANTEED INCREASES
(a) Office, stores sales and Clerical employee- during 1st year of experience during 2nd year of experience during 3rd year of experience thereafter	871.52 994.42 1 145.26 1 329.63	3 776.59 4 309.15 4 962.79 5 761.73	865.55 983.64 1 132.26 1 307.71	3 750.72 4 262.44 4 906.46 5 666.74	3 750.72 4 262.44 4 906.46 5 666.74	889.48 1 013.32 1 167.91 1 353.79	3 854.41 4 391.05 5 060.94 5 866.42	3 854.41 4 391.05 5 060.94 5 866.42	874.55 992.96 1 143.60 1 309.56	3 789.72 4 302.83 4 955.60 5 674.76	874.55 992.96 1 143.60 1 309.56	71.96 82.11 94.56 109.79	311.83 355.81 409.76 475.76
(b) Motor vehicle sales person- During 1st year of experience thereafter.	1 051.54 1 355.75	4 556.67 5 874.92	1 036.83 1 326.40	4 492.93 5 747.73	4 492.93 5 747.73	1 051.54 1 355.94	4 556.67 5 875.74	4 556.67 5 875.74	1 036.83 1 306.43	4 492.93 5 661.20	1 036.83 1 306.43	86.82 111.94	376.22 485.07
(c) Bookkeeper	1 709.49	7 407.79	1 685.24	7 302.71	7 302.71	1 724.30	7 471.97	7 471.97	1 692.82	7 335.55	1 692.82	141.15	611.65
(d) Accountant	2 908.13	12 601.90	2 856.63	12 378.73	12 378.73	2 946.58	12 768.51	12 768.51	2 875.38	12 459.98	2 875.38	240.12	1 040.52
(e) Parts salesperson - During 1st year of experience thereafter	1 096.04 1 346.38	4 749.51 5 834.31	1 087.01 1 322.66	4 710.38 5 731.53	4 710.38 5 731.53	1 100.56 1 346.38	4 769.09 5 834.31	4 769.09 5 834.31	1 089.08 1 316.60	4 719.35 5 705.27	1 089.08 1 316.60	90.50 111.17	392.17 481.74
Class of Employee	All Areas						All Areas						All Areas
	PW	PM	R	PW	PM	R	PW	PM	R	PW	PM	R	PM
(f) Traveller - during 1st year of experience thereafter	1 100.56 1 346.38	4 769.09 5 834.31	1 100.56 1 346.38	4 769.09 5 834.31	4 769.09 5 834.31	1 100.56 1 346.38	4 769.09 5 834.31	4 769.09 5 834.31	1 100.56 1 346.38	4 769.09 5 834.31	1 100.56 1 346.38	90.87 111.17	393.77 481.74
(g) Supply sales person - during 1st year of experience during 2nd year of experience during 3rd year of experience thereafter	1 100.56 1 260.64 1 383.69 1 516.54	4 769.09 5 462.77 5 995.99 6 571.67	1 100.56 1 260.64 1 383.69 1 516.54	4 769.09 5 462.77 5 995.99 6 571.67	4 769.09 5 462.77 5 995.99 6 571.67	1 100.56 1 260.92 1 383.69 1 516.54	4 769.09 5 463.99 5 995.99 6 571.67	4 769.09 5 463.99 5 995.99 6 571.67	1 100.56 1 260.92 1 383.69 1 516.54	4 769.09 5 463.99 5 995.99 6 571.67	1 100.56 1 260.92 1 383.69 1 516.54	90.87 104.09 87.25 125.22	393.77 451.06 378.08 542.62
(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.