



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: 03/2014

05 April 2014

TO ALL EMPLOYERS IN THE MOTOR INDUSTRY 2013/2014 PRESCRIBED MINIMUM & GUARANTEED WAGES

The Main Collective Agreement for the Motor Industry (Govt. Gazette No. 37508) Govt. Notice No. R10166 dated 04 April 2014, will come into **effect on Monday 14 April 2014** and shall remain in effect for the period ending 31 August 2014. Hereunder is a brief summary of the new **minimum wage rates and guaranteed wage increases for the period ending 31 August 2014.**

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 14 April 2014 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													
WAGE SCHEDULE : MINIMUM WAGES - EFFECTIVE DATE 14 APRIL 2014													
Class of employee	SECTORS 1,2,3,4,5 & 7										SECTOR 6 ONLY		
	Minimum Wages										Minimum Wages		
	Area A			Other Areas			Area A			Other Areas			GUARANTEED INCREASES
	PW	PM	R	PW	PM	R	PW	PM	R	PW	PM	R	
(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	R R R R	865.55 983.64 1 132.26 1 307.71	3 750.72 4 262.44 4 906.46 5 666.74	R R R R	889.48 1 013.32 1 167.91 1 353.79	3 854.41 4 391.05 5 060.94 5 866.42	R R R R	874.55 992.96 1 143.60 1 309.56	3 789.72 4 302.83 4 955.60 5 674.76	R R R R	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	R R	1 036.83 1 326.40	4 492.93 5 747.73	R R	1 051.54 1 355.94	4 556.67 5 875.74	R R	1 036.83 1 306.43	4 492.93 5 661.20	R R	376.22 485.07
(c) Bookkeeper	1 709.49	7 407.79	R	1 685.24	7 302.71	R	1 724.30	7 471.97	R	1 692.82	7 335.55	R	611.65
(d) Accountant	2 908.13	12 601.90	R	2 856.63	12 378.73	R	2 946.58	12 768.51	R	2 875.38	12 459.98	R	1 040.52
(e) Parts salesperson - During 1st year of experience thereafter	1 096.04 1 346.38	4 749.51 5 834.31	R R	1 087.01 1 322.66	4 710.38 5 731.53	R R	1 100.56 1 346.38	4 769.09 5 834.31	R R	1 089.08 1 316.60	4 719.35 5 705.27	R R	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	
(f) Traveller - during 1st year of experience thereafter	1 100.56 1 346.38	4 769.09 5 834.31	R R	1 100.56 1 346.38	4 769.09 5 834.31	R R	1 100.56 1 346.38	4 769.09 5 834.31	R R	1 089.08 1 316.60	4 719.35 5 705.27	R R	392.17 481.74
(g) Supply sales person - during 1st year of experience during 2nd year of experience during 3rd year of experience thereafter	1 100.56 1 260.92 1 413.12 1 516.54	4 769.09 5 462.77 6 123.52 6 571.67	R R R R	1 100.56 1 260.92 1 413.12 1 516.54	4 769.09 5 462.77 6 123.52 6 571.67	R R R R	1 100.56 1 260.92 1 413.12 1 516.54	4 769.09 5 463.99 6 123.52 6 571.67	R R R R	1 089.08 1 316.60 1 316.60 1 316.60	4 719.35 5 705.27 5 705.27 5 705.27	R R R R	392.17 481.74 392.17 481.74
(h) Part-time employees	*	*	R	*	*	R	*	*	R	*	*	R	*

* 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.

WAGE SCHEDULE : MINIMUM WAGES - EFFECTIVE DATE 14 APRIL 2014

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DIVISION C, CHAPTER II - V : CLAUSE 3 - WAGES

WAGE SCHEDULE : MINIMUM WAGES - EFFECTIVE DATE 14 APRIL 2014

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			
	PW	PH	R	PH	PW	PH	R	PH	PW	PH	R	PH	PW	PH	R	PH	PW	PH		
Grade 1	687.60	15.28	15.88	15.28	714.60	15.88	15.28	14.96	673.20	14.96	687.60	15.28	14.96	687.60	15.28	14.96	1 046.70	23.26		
Grade 2	923.40	20.52	20.91	20.52	940.95	20.91	20.52	19.43	874.35	19.43	923.40	20.52	19.43	923.40	20.52	19.43	1 297.80	28.84		
Grade 3	999.00	22.20	22.62	22.20	1 017.90	22.62	22.20	22.20	999.00	22.20	999.00	22.20	22.20	999.00	22.20	22.20	1 595.25	35.45		
Grade 4	-	-	24.70	24.70	1 111.50	24.70	24.25	24.25	1 091.25	24.25	1 091.25	24.25	24.25	1 091.25	24.25	24.25	4 Year Trade			
Grade 5	1 216.80	27.04	27.56	27.04	1 240.20	27.56	27.04	27.04	1 216.80	27.04	1 216.80	27.04	27.04	1 216.80	27.04	27.04	1 046.70	23.26		
Grade 6	1 462.05	32.49	33.06	32.49	1 487.70	33.06	32.49	32.47	1 461.15	32.47	1 462.05	32.49	32.47	1 462.05	32.49	32.49	1 148.40	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	PW	PH	PW	PH	PW	PH	NQF Learnership			
	1 820.70	40.46	-	-	-	-	1 820.70	40.46	1 820.70	40.46	1 820.70	40.46	1 820.70	40.46	1 820.70	40.46	1 046.70	23.26		
	2 081.70	46.26	47.11	47.11	2 119.95	47.11	2 081.70	46.26	2 081.70	46.26	2 081.70	46.26	2 081.70	46.26	2 081.70	46.26	1 148.40	25.52		
CHAPTER 3				Provisions for Chapter 4 Operatives				GUARANTEED INCREASE				CBMT				CBMT				
MEASURING INSTRUMENT BONUS				MINIMUM				MINIMUM				MINIMUM				MINIMUM				
vernier/micrometer tape/rule/square/sets	1. Op. Engine Assembler				1. Op. Engine Assembler				1. Op. Engine Assembler				1. Op. Engine Assembler				1. Op. Engine Assembler			
	1st 18 Months Experience				1st 18 Months Experience				1st 18 Months Experience				1st 18 Months Experience				1st 18 Months Experience			
	Thereafter				Thereafter				Thereafter				Thereafter				Thereafter			
	2. Operative Grade A				2. Operative Grade A				2. Operative Grade A				2. Operative Grade A				2. Operative Grade A			
tape/rule/square/sets	1st 12 Months Experience				1st 12 Months Experience				1st 12 Months Experience				1st 12 Months Experience				1st 12 Months Experience			
	Thereafter				Thereafter				Thereafter				Thereafter				Thereafter			
	3. Operative Grade B				3. Operative Grade B				3. Operative Grade B				3. Operative Grade B				3. Operative Grade B			
	1st 6 Months Experience				1st 6 Months Experience				1st 6 Months Experience				1st 6 Months Experience				1st 6 Months Experience			
tape/rule/square/sets	Thereafter				Thereafter				Thereafter				Thereafter				Thereafter			
	999.00				999.00				999.00				999.00				999.00			
	1 091.25				1 091.25				1 091.25				1 091.25				1 091.25			
	22.20				22.20				22.20				22.20				22.20			
tape/rule/square/sets	24.25				24.25				24.25				24.25				24.25			
	82.35				82.35				82.35				82.35				82.35			
	90.00				90.00				90.00				90.00				90.00			
	1.83				1.83				1.83				1.83				1.83			
tape/rule/square/sets	2.00				2.00				2.00				2.00				2.00			
	2.23				2.23				2.23				2.23				2.23			
	2.68				2.68				2.68				2.68				2.68			
	2.23				2.23				2.23				2.23				2.23			