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CIRCULAR



NO: 16/2015
DATED: 24 August 2015

TO ALL PARTICIPANTS IN THE MOTOR INDUSTRY

2015/2016 PRESCRIBED MINIMUM & GUARANTEED WAGES INCREASES

MIBCO'S circular 12/2015 dated 12 August 2015 refers.

Hereunder please see the **final summary** of the new **minimum wage rates and guaranteed wage increases ending 31 August 2016.**

The schedule attached to circular 12/2015 dated 12 August 2015 must Be ignored as it was found that there were errors in the data as given.

MIBCO apologises for any inconvenience caused.

For further assistance please contact your local MIBCO Regional Office as per the contact detail on the MIBCO website www.mibco.org.za

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DIVISION C, CHAPTER 1 - CLAUSE 3 - WAGES
WAGE SCHEDULE : MINIMUM WAGES - 1 SEPTEMBER 2015

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	1 023.75	22.75	1 023.75	22.75					84.60	1.88
Parking Garage Attendant	614.25	13.65	614.25	13.65					45.45	1.01
Cashier	1 123.20	24.96	1 090.35	24.23					92.70	2.06
Char (Sector 5)*	837.00	18.60	837.00	18.60					67.95	1.51
Char	801.90	17.82	801.90	17.82	839.70	18.66	834.30	18.54	59.40	1.32
Grade 2	1 076.85	23.93	1 050.30	23.34	1 125.90	25.02	1 080.00	24.00	79.65	1.77
Grade 3	1 165.50	25.90	1 165.50	25.90	1 208.70	26.86	1 208.70	26.86	86.40	1.92
Grade 4	1 273.05	28.29	1 273.05	28.29	1 319.40	29.32	1 319.40	29.32	94.50	2.10
Grade 5	1 419.30	31.54	1 419.30	31.54	1 463.40	32.52	1 463.40	32.52	105.30	2.34
Grade 6	1 705.50	37.90	1 705.50	37.90	1 743.30	38.74	1 743.30	38.74	126.45	2.81
Class of Employees	All Areas				All Areas				All Areas	
	P W		P H		P W		P H		PW	PH
Grade 7	2 124.00		47.20		2 149.20		47.76		157.50	3.50
Grade 8	2 428.20		53.96		2 455.20		54.56		180.00	4.00
Watchman	981.04		no hourly rate		1 016.14		no hourly rate		75.67	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	1220.85		27.13		Level 1	1220.85	27.13	1164.15	25.87	
Second year	1513.80		33.64		Level 2	1339.20	29.76	1453.50	32.30	
Third year	1860.75		41.35		Level 3	1513.80	33.64	1747.35	38.83	
					Level 4	1860.75	41.35	2034.00	45.20	
4 YEAR TRADE						*Guaranteed increases as prescribed for Chars in Sector 5 only. Sector 5 Wages are subject to the profit margin adjustment to be determined by the Depratment of Minerals & Energy.				
First year	1220.85		27.13							
Second year	1339.20		29.76							
Third year	1513.80		33.64							
Fourth year	1860.75		41.35							

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

WAGE SCHEDULE : MINIMUM WAGES - EFFECTIVE DATE 1 SEPTEMBER 2015

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		P W	P H
Grade 1 Grade 2 Grade 3 Grade 4 Grade 5 Grade 6	R 801.90	R 17.82	R 833.40	R 18.52	R 801.90	R 17.82	R 801.90	R 17.82	R 801.90	R 17.82	3 Year Trade		
	1 076.85	23.93	1097.55	24.39	1 076.85	23.93	1 076.85	23.93	1 076.85	23.93	First Year	1220.85	27.13
	1 165.50	25.90	1187.10	26.38	1 165.50	25.90	1 165.50	25.90	1 165.50	25.90	Second Year	1513.80	33.64
											Third year	1860.75	41.35
	-	-	1296.45	28.81	1 273.05	28.29	1 273.05	28.29	1 273.05	28.29	4 Year Trade		
	1 419.30	31.54	1446.30	32.14	1 419.30	31.54	1 419.30	31.54	1 419.30	31.54	First Year	1220.85	27.13
Class of Employee	1 705.50	37.90	1735.20	38.56	1 705.50	37.90	1 705.50	37.90	1 705.50	37.90	Second Year	1339.20	29.76
	All Areas		All Areas		All Areas				All Areas		Third Year	1513.80	33.64
	P W	P H	P W	P H	P W		P H		P W	P H	Fourth Year	1860.75	41.35
											NQF Learnership		
Grade 7	2 124.00	47.20	-	-		2 124.00		47.20	2 124.00	47.20	Level 1	1220.85	27.13
Grade 8	2 428.20	53.96	2 472.75	54.95		2 428.20		53.96	2 428.20	53.96	Level 2	1339.20	29.76
Watchman	981.04	no hourly rate	981.04	no hourly rate		981.04		no hourly rate	981.04	no hourly rate	Level 3	1513.80	33.64
									Level 4	1860.75	41.35		
CHAPTER 3					Provisions for Chapter 4 Operatives				GUARANTEED INCREASE		CBMT		
MEASURING INSTRUMENT BONUS		MINIMUM			PW	PH	PW	PH	Level 1	1164.15	25.87		
		1. Op. Engine Assembler							Level 2	1453.50	32.30		
1st 18 Months Experience		1 419.30			31.54	105.30	2.34	Level 3	1747.35	38.83			
Thereafter		2 124.00			47.20	157.50	3.50	Level 4	2034.00	45.20			
		2. Operative Grade A							* 8% Increase on actual earnings with effect from 1 September 2015 for Chapter 3 Establishments				
vernier/micrometer		1st 12 Months Experience		1 419.30	31.54	105.30	2.34						
tape/rule/square/sets		Thereafter		1 705.50	37.90	126.45	2.81						
		3. Operative Grade B											
		1st 6 Months Experience		1 165.50	25.90	86.40	1.92						
		Thereafter		1 273.05	28.29	94.50	2.10						

DIVISION B & D - CLAUSE 3 (WAGES) - ALL CHAPTERS & SECTORS
WAGE SCHEDULE : MINIMUM WAGES - EFFECTIVE DATE 1 SEPTEMBER 2015

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 1016.54 1159.89 1335.83 1550.88	R 4405.01 5026.19 5788.60 6720.48	R 1016.54 1159.89 1335.83 1550.88	R 4405.01 5026.19 5788.60 6720.48	R 1037.49 1181.94 1362.25 1579.06	R 4495.79 5121.74 5903.08 6842.59	R 1037.49 1181.94 1360.44 1557.33	R 4495.79 5121.74 5895.24 6748.43	R 75.30 85.92 98.95 114.88	R 326.30 372.32 428.78 497.81
(b) Motor vehicle sales person- During 1st year of experience thereafter.	1226.51 1581.35	5314.88 6852.52	1226.51 1574.50	5314.88 6822.83	1226.51 1581.57	5314.88 6853.47	1226.51 1574.56	5314.88 6823.09	90.85 117.14	393.68 507.61
(c) Bookkeeper	1993.95	8640.45	1992.20	8632.87	2011.22	8715.29	2002.24	8676.37	147.70	640.03
(d) Accountant	3392.04	14698.84	3363.04	14573.17	3436.89	14893.19	3388.19	14682.16	251.26	1088.79
(e) Parts salesperson - During 1st year of experience thereafter	1278.42 1570.42	5539.82 6805.15	1278.42 1569.20	5539.82 6799.87	1283.69 1570.42	5562.66 6805.15	1283.69 1563.14	5562.66 6773.61	94.70 116.33	410.37 504.10
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		1283.69 1570.42		5562.66 6805.15		1283.69 1570.42		5562.66 6805.15	95.09 116.33	412.06 504.10
(g) Supply sales person - during 1st year of experience during 2nd year of experience during 3rd year of experience thereafter		1283.69 1470.41 1648.26 1768.89		5562.66 6371.78 7142.46 7665.19		1283.69 1470.73 1648.26 1768.89		5562.66 6373.16 7142.46 7665.19	95.09 108.92 122.09 131.03	412.06 471.99 529.06 567.80
(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.