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CIRCULAR



Good to Great Together

NO: 19/2016

DATED: 9 DECEMBER 2016

TO ALL EMPLOYERS AND EMPLOYEES IN THE MOTOR INDUSTRY

**PROPOSED INCREASES IN THE MINIMUM WAGE FOR ALL EMPLOYEES
OPERATING UNDER THE REGISTERED SCOPE OF MIBCO**

Please be advised that the council would like to inform you that the RMI, FRA the employer parties to the Bargaining Council and NUMSA being an employee party to the Council concluded a settlement agreement on 18 November 2016 regarding minimum wages for the period ending 31 August 2019.

MIBCO has completed and submitted the revised Main Collective Agreement containing the wage schedules for the following three years to the Minister of Labour for publication and extension to non-parties.

MIBCO is currently waiting for the formal publication and the extension of the wage document agreement in order to start with the implementation of increases.

MIBCO has received numerous requests from both employers and employees with regards to the implementation date of the agreed increases. The agreed minimum wage increases are not enforceable by MIBCO.

MIBCO can advise that for those employers who voluntarily wants to implement the proposed increases before publication will be protected by the set off clause as included in the Main Agreement and will not face double increases once the Agreement has been published and promulgated.

Below are the agreed increases for all categories of employees resorting under the registered scope of MIBCO. Employers in Sector 5 are reminded that the margin increase granted by the Minister of Energy started on 7 December 2016.

The MIBCO Team

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

WAGE SCHEDULE : MINIMUM WAGES - _____ 2016

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 1 087.70 1 241.08 1 429.34 1 659.44	R 4 713.37 5 378.01 6 193.81 7 190.91	R 1 087.70 1 241.08 1 429.34 1 659.44	R 4 713.37 5 378.01 6 193.81 7 190.91	R 1 110.11 1 264.68 1 457.61 1 689.59	R 4 810.48 5 480.28 6 316.31 7 321.55	R 1 110.11 1 264.68 1 457.61 1 679.11	R 4 810.48 5 480.28 6 316.31 7 276.14	R 71.16 81.19 93.51 108.56	R 308.36 351.82 405.21 470.43
(b) Motor vehicle sales person- During 1st year of experience thereafter.	1 312.37 1 692.04	5 686.94 7 332.18	1 312.37 1 692.04	5 686.94 7 332.17	1 312.37 1 692.28	5 686.94 7 333.21	1 312.37 1 692.28	5 686.94 7 333.21	85.86 110.69	372.06 479.66
(c) Bookkeeper	2 133.53	9 245.30	2 133.53	9 245.30	2 152.01	9 325.38	2 152.01	9 325.37	139.58	604.85
(d) Accountant	3 629.48	15 727.75	3 611.73	15 650.83	3 677.47	15 935.70	3 640.02	15 773.42	237.44	1 028.91
(e) Parts salesperson - During 1st year of experience thereafter	1 367.91 1 680.35	5 927.61 7 281.51	1 367.91 1 680.35	5 927.61 7 281.52	1 373.55 1 680.35	5 952.05 7 281.51	1 373.55 1 680.35	5 952.05 7 281.52	89.49 109.93	387.79 476.36
Class of Employee	All Areas		All Areas		All Areas		All Areas		All Areas	
	P W	P M	P W	P M	P W	P M	P W	P M	P W	P M
(f) Traveller - during 1st year of experience thereafter	1 373.55 1 680.35	5 952.05 7 281.51	1 373.55 1 680.35	5 952.05 7 281.51	1 373.55 1 680.35	5 952.05 7 281.51	1 373.55 1 680.35	5 952.05 7 281.51	89.86 109.93	389.39 476.36
(g) Supply sales person - during 1st year of experience during 2nd year of experience during 3rd year of experience thereafter	1 373.55 1 573.34 1 763.64 1 892.71	5 952.05 6 817.81 7 642.44 8 201.74	1 373.55 1 573.68 1 763.64 1 892.71	5 952.05 6 819.28 7 642.44 8 201.74	1 373.55 1 573.68 1 763.64 1 892.71	5 952.05 6 819.28 7 642.44 8 201.74	1 373.55 1 573.68 1 763.64 1 892.71	5 952.05 6 819.28 7 642.44 8 201.74	89.86 102.93 115.38 123.82	389.39 446.03 499.98 536.55
(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 - _____ 2016

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										
ForecourtAttendant	1 126.35	25.03	1 126.35	25.03					102.60	2.28
Parking Garage Attendant	657.45	14.61	657.45	14.61					43.20	0.96
Cashier	1 207.35	26.83	1 185.75	26.35					84.15	1.87
Char (Sector 5)*	900.00	20.00	900.00	20.00					63.00	1.40
Char	858.15	19.07	858.15	19.07	898.65	19.97	898.65	19.97	56.25	1.25
Grade 2	1 152.45	25.61	1 137.15	25.27	1 204.65	26.77	1 170.00	26.00	75.60	1.68
Grade 3	1 246.95	27.71	1 246.95	27.71	1 293.30	28.74	1 293.30	28.74	81.45	1.81
Grade 4	1 362.15	30.27	1 362.15	30.27	1 411.65	31.37	1 411.65	31.37	89.10	1.98
Grade 5	1 518.75	33.75	1 518.75	33.75	1 566.00	34.80	1 566.00	34.80	99.45	2.21
Grade 6	1 824.75	40.55	1 824.75	40.55	1 865.25	41.45	1 865.25	41.45	119.25	2.65
Class of Employees	All Areas				All Areas				All Areas	
	P W		P H		P W		P H		PW	PH
Grade 7	2 272.50		50.50		2 299.50		51.10		148.50	3.30
Grade 8	2 598.30		57.74		2 627.10		58.38		170.10	3.78
Watchman	1 049.71		no hourly rate		1 087.27		no hourly rate		68.67	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	
Firstyear	1 306.35		29.03		Level 1	1 306.35	29.03	1 245.60	27.68	
Second year	1 619.55		35.99		Level 2	1 432.80	31.84	1 555.20	34.56	
Third year	1 990.80		44.24		Level 3	1 619.55	35.99	1 869.75	41.55	
4 YEAR TRADE					Level 4	1 990.80	44.24	2 176.20	48.36	
Firstyear	1 306.35		29.03			*Guaranteed increases as prescribed for Chars in Sector 5 only. Sector 5 Wages are subject to the profitmargin adjustment to be determined by the Depratment of Minerals & Energy.				
Second year	1 432.80		31.84							
Third year	1 619.55		35.99							
Fourth year	1 990.80		44.24							

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

WAGE SCHEDULE : MINIMUM WAGES - _____ 2016

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			
	PW	PH	PW	PH	PW	PH	PW	PH	PW	PH		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			
	858.15	19.07	904.05	20.09	858.15	19.07	858.15	19.07	858.15	19.07	First Year	1 306.35	29.03	
	1 152.45	25.61	1 190.70	26.46	1 152.45	25.61	1 152.45	25.61	1 152.45	25.61	Second Year	1 619.55	35.99	
	1 246.95	27.71	1 287.90	28.62	1 246.95	27.71	1 246.95	27.71	1 246.95	27.71	Third year	1 990.80	44.24	
	0.00	0.00	1 406.70	31.26	1 362.15	30.27	1 362.15	30.27	1 362.15	30.27	4 Year Trade			
	1 518.75	33.75	1 569.15	34.87	1 518.75	33.75	1 518.75	33.75	1 518.75	33.75	First Year	1 306.35	29.03	
	1 824.75	40.55	1 882.80	41.84	1 824.75	40.55	1 824.75	40.55	1 824.75	40.55	Second Year	1 432.80	31.84	
Class of Employee	All Areas		All Areas		All Areas				All Areas		Third Year	1 619.55	35.99	
	PW	PH	PW	PH	PW		PH		PW	PH	Fourth Year	1 990.80	44.24	
Grade 7	2 272.50	50.50	0.00	0.00	2 272.50		50.50		2 272.50	50.50	NQF Learnership			
Grade 8	2 598.30	57.74	2 682.90	59.62	2 598.30		57.74		2 598.30	57.74	Level 1	1 306.35	29.03	
	Watchman	1 049.71	no hourly rate	1 064.43	no hourly rate	1 049.71	no hourly rate	1 049.71	no hourly rate	Level 2	1 432.80	31.84		
Level 3										1 619.55	35.99			
Level 4										1 990.80	44.24			
CHAPTER 2 SETTING BONUS				Provisions for Chapter 4 Operatives				GUARANTEED INCREASE		CBMT				
	PW			MINIMUM		PW	PH	PW	PH	Level 1	1 245.60	27.68		
Setting bonus	5.00			1. Op. Engine Assembler 1st 18 Months Experience Thereafter	1 518.75	33.75	99.45	2.21	Level 2	1 555.20	34.56			
MEASURING INSTRUMENT BONUS					2 272.50	50.50	148.50	3.30	Level 3	1 869.75	41.55			
CHAPTER 3				2. Operative Grade A 1st 12 Months Experience Thereafter	1 518.75	33.75	99.45	2.21	Level 4	2 176.20	48.36			
Vernier/micrometer	13.80				1 824.75	40.55	119.25	2.65						
Tape/rule/square/sets	9.20			3. Operative Grade B 1st 6 Months Experience Thereafter	1 246.95	27.71	81.45	1.81						
					1 362.15	30.27	89.10	1.98						
* 8.5% Increase on actual earnings with effect from_____ 2016 for Chapter 3 Establishments														