



DATED: 12 SEPTEMBER 2018

TO ALL PARTICIPANTS IN THE MOTOR INDUSTRY

CONFIRMATION OF GUARANTEED INCREASES

The Council refers to the MIBCO circular 2018.08 circulated to the industry regarding the **wage schedules**; it has come to our attention that Industry is uncertain about the guaranteed increases for Chapter 2; Chapter 4 and Chapter 5 establishments.

This serves to confirm that guaranteed increases in the wage table, namely, '**DIVISION C, CHAPTER 1 CLAUSE 3 WAGES**' of circular 2018.08 are applicable to **Chapter 2; Chapter 4 and Chapter 5** establishments as well.

The already mentioned is also in accordance with the wage tables in the Government Gazette 40771, Notice R.321 of 07 April 2017 (the MIBCO Main Collective Agreement). The wage table referred to can be shown in the format below to show what is contained in the Main Agreement and for the purpose of clarity:

DIVISION C, CHAPTER 1 - CLAUSE 3 - WAGES

WAGE SCHEDULE : MINIMUM WAGES - 1 SEPTEMBER 2018

Class of employee	CHAPTER 1				CHAPTER 1				CHAPTER 1; 2; 4 & 5	
	SECTOR 4, 5 & 7 ONLY				SECTOR 6 ONLY				Guaranteed Increases +	
	Area A		Other Areas		Area A		Other Areas		All Areas	
	PW	PH	PW	PH	PW	PH	PW	PH	PW	PH
Grade 1										
Forecourt Attendant	1 313.55	29.19	1 313.55	29.19					97.20	2.16
Parking Garage Attendant	752.40	16.72	752.40	16.72					49.05	1.09
Cashier	1 382.40	30.72	1 382.40	30.72					90.45	2.01
Char (Sector 5)*	1 039.95	23.11	1 039.95	23.11					72.45	1.61
Char	982.35	21.83	982.35	21.83	1 029.15	22.87	1 029.15	22.87	64.35	1.43
Grade 2	1 319.40	29.32	1 315.35	29.23	1 378.80	30.64	1 366.65	30.37	86.40	1.92
Grade 3	1 427.85	31.73	1 427.85	31.73	1 480.50	32.90	1 480.50	32.90	93.60	2.08
Grade 4	1 559.70	34.66	1 559.70	34.66	1 616.40	35.92	1 616.40	35.92	102.15	2.27
Grade 5	1 738.80	38.64	1 738.80	38.64	1 793.25	39.85	1 793.25	39.85	113.85	2.53
Grade 6	2 089.35	46.43	2 089.35	46.43	2 135.25	47.45	2 135.25	47.45	136.80	3.04
Class of Employees	All Areas				All Areas				All Areas	
	PW		PH		PW		PH		PW	PH
Grade 7	2 601.90		57.82		2 632.95		58.51		170.10	3.78
Grade 8	2 974.50		66.10		3 007.80		66.84		194.40	4.32
Watchman	1 201.81		no hourly rate		1 244.82		no hourly rate		78.62	no hourly rate
APPRENTICES	ALL AREAS				LEARNERS				+ Not Applicable to	
	ALL CHAPTERS				ALL CHAPTERS				Sector 6 Establishments	
					NQF LEARNERSHIPS				CBMT	
3 YEAR TRADE	PW		PH			PW	PH	PW	PH	
First year	1 495.35		33.23		Level 1	1 495.35	33.23	1 426.05	31.69	
Second year	1 854.45		41.21		Level 2	1 640.25	36.45	1 780.65	39.57	
Third year	2 279.25		50.65		Level 3	1 854.45	41.21	2 140.65	47.57	
					Level 4	2 279.25	50.65	2 491.65	55.37	
4 YEAR TRADE						*Guaranteed increases as prescribed for Chars in Sector 5 only.				
First year	1 495.35		33.23			Sector 5 wages increases have been confirmed by the Department of Energy and will come into effect on 05 September 2018.				
Second year	1 640.25		36.45							
Third year	1 854.45		41.21							
Fourth year	2 279.25		50.65							

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The MIBCO Team

Good to Great Together