



DATED: 21 January 2020

TO SECTOR 5 PARTICIPANTS IN THE MOTOR INDUSTRY

**2019/2020 PRESCRIBED INCREASES AND MINIMUM WAGE FOR SECTOR 5,
FORECOURT ATTENDANT; CASHIERS AND CHARS:**

Herewith are the new minimum wage rates and increases for the period ending 31 August 2020 as agreed by MIBCO and implemented by the Department of Energy (DoE), **effective from 01 January 2020**. Employers are encouraged to make the wage adjustments even though Sector-5 increases have not been gazetted by the Department of Employment and Labour and can therefore not be regulated by MIBCO (until the MIBCO Main Collective Agreement is gazetted). It is however worth noting that employers in Sector-5 are already receiving the increases on every litre of petrol sold, effective 01 January 2020.

INDUSTRY SECTOR CLASSIFICATION

- 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.

GENERAL

This wage schedule is only applicable to:

- Sector-5, Forecourt attendant (Grade-1/ specific Sector-5 dispensation- not as the general grade-1 occupations);
- Sector-5, Char (Grade-1/ specific Sector-5 dispensation- not as the general grade-1 occupations)
- Sector-5, Cashier (Grade-2/ specific Sector-5 dispensation - not as the general grade-2 or Division-B occupations).

DIVISION C, CHAPTER 1 - CLAUSE 3 - WAGES
WAGE SCHEDULE : MINIMUM WAGES - From Date of Publication

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										
Forecourt Attendant	1 418.85	31.53	1 418.85	31.53					105.30	2.34
Parking Garage Attendant										
Cashier	1 493.10	33.18	1 493.10	33.18					110.70	2.46
Char (Sector 5)*	1 123.20	24.96	1 123.20	24.96					83.25	1.85
Char										
Grade 2										
Grade 3										
Grade 4										
Grade 5										
Grade 6										
Class of Employees	All Areas				All Areas				All Areas	
	P W		P H		P W		P H		PW	PH
Grade 7										
Grade 8										
Watchman			no hourly rate				no hourly rate			no hourly rate
APPRENTICES	ALL AREAS				LEARNERS	ALL AREAS		+ Not Applicable to		
	ALL CHAPTERS					ALL CHAPTERS		Sector 6 Establishments		
						NQF LEARNERSHIPS		CBMT		
3 YEAR TRADE	P W		P H			PW	PH	PW	PH	
First year					Level 1					
Second year					Level 2					
Third year					Level 3					
4 YEAR TRADE					Level 4					
First year						Sector 5 wages increases have been implemented by the Department of Energy effective 01 January 2020.				
Second year										
Third year										
Fourth year										

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Department of Energy effective 01 January 2020.