



DATED: 01 September 2020

TO SECTOR-5 PARTICIPANTS IN THE MOTOR INDUSTRY

**2020/2021 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 2021 as agreed by MIBCO and implemented by the Department of Minerals and Energy Resources (DMER), **effective from 02 September 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 will already be receiving the increases on every litre of petrol sold, effective 02 September 2020. The adjustment has been granted by the DMER with the expectation that fuel retailers will provide increases and comply with the wage schedule herein.

INDUSTRY SECTOR CLASSIFICATION:

Sector 5: Means “fuel dealers, service stations and related” establishments.

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).

Good to Great Together

DIVISION C, CHAPTER 1 - CLAUSE 3 - WAGES
WAGE SCHEDULE : MINIMUM WAGES - 1 September 2020

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	1 518.30	33.74	1 518.30	33.74					99.45	2.2
Parking Garage Attendant										
Cashier	1 597.50	35.50	1 597.50	35.50					104.40	2.32
Char (Sector 5)	1 201.95	26.71	1 201.95	26.71					78.75	1.75
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			
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
Firstyear					Level 1					
Second year					Level 2					
Third year					Level 3					
					Level 4					
4 YEAR TRADE					Sector 5 Wage increases have been implemented by the Department of Minerals and Energy Resources (DMER)					
Firstyear										
Second year										
Third year										
Fourth year										