



**DATE: 07 March 2021**

**TO: ALL PARTICIPANTS IN THE MOTOR INDUSTRY**

**NOTICE: FOLLOW UP ON THE PUBLICATION OF MIBCO MAIN COLLECTIVE AGREEMENT**

It has been just over a week since the MIBCO Main Collective Agreement (Main Agreement), Gazette 44289 of 18 March 2021, Notice no.R.220 has been implemented. We have been approached by Industry to provide clarity on many related matters and deemed it necessary to produce this follow up circular to provide additional information:

- The Main Agreement is on the MIBCO website and can be accessed by going to [www.mibco.org](http://www.mibco.org) → *Collective Agreements* → *Main Agreement* → *Main Agreement -18 March 2021*,  
  
or  
  
by clicking [here](#) to go directly to the document
- The wage tables for the period 29 March 2021 to 31 August 2021 have been uploaded on the MIBCO website and can be accessed by going to [www.mibco.org](http://www.mibco.org) → *Communications* → *MIBCO Bulletins* → *Minimum Wage forecast Division B or Minimum Wage forecast Division C*,  
  
or  
  
by clicking [here](#) to go directly to the Minimum Wage forecast Division B table and/or clicking [here](#) to go directly to the Minimum Wage forecast Division C wages tables.
- Please note that MIBCO will not adjust wages without an official written mandate from the employer. Employers who make use of MIBCO Online Returns application can make wage adjustments on their own.
- Please take note that the wage exemption application deadline and get your wage exemption application in on time. **The deadline is Thursday 08 April 2021 at 00h00.**

Good to Great Together

- Please take note of the following allowance rates that appear throughout the Main Agreement for the period 29 March 2021 to 31 August 2021:

▪ Standby Allowance	R 84.95
▪ Call-out Allowance	R 91.01
▪ Tool Allowance (Apprentice)	R 31.65
▪ Tool Allowance (Apprentice Spraypainter)	R 0.79
Maximum allowance over 3 year period	R 4 747.50
▪ Travel Allowance:	
Per night not at home	R 68.58
Per night S&T	R 135.00
▪ Watchman search allowance	R 5,28
▪ Setting Bonus	R 5,28
▪ Vernier / micrometer	R 14,56
▪ Tape / Ruler / square	R 9,71
▪ Operative supervisor Chapter-5	R 10,55
▪ Additional Holiday Pay Rates:	
Grade 7	R 89.69
Grade 8	R 102.51
Apprentice first year (3 and 4 year contract)	R 51.58
Apprentice year-2 (4 year contract)	R 56.56
Apprentice year-2 (3 year contract)	R 57.59
Apprentice year-3 (4 year contract)	R 63.91
Apprentice last year (3 and 4 year contract)	R 78.57

The MIBCO Team

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