



DATED: 16 November 2022

TO: ALL PARTICIPANTS IN THE MOTOR INDUSTRY

NOTICE: SETTLEMENT OF COLLECTIVE BARGAINING NEGOTIATIONS

The Motor Industry is hereby informed that Parties to the Council have signed and ratified the MIBCO Collective Bargaining Negotiations Settlement Agreement on 10 November 2022. Please take note of the following salient matters with regards to the Settlement Agreement:

- MIBCO is in the process of getting all the all the Council's Collective Agreements gazetted for implementation.
- The period of the Agreements will be from the date of publication by the Minister of Employment and Labour up to and including 31 August 2025 (subject to special provisions).
- Wages and all conditions of employment will be effective from the provisions contained in the settlement Agreement.
- Employers who voluntarily want 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.
- The wage increases agreed to for the period and the special provisions contained in the settlement agreement are as follows –

Component manufacturers (Chapter III):

Year-1	7.5%
Year-2	6%
Year-3	6%

Fuel Retailers (Sector-5):

	Forecourt Attendants	Cashiers	Chars
Year-1	7.5%	5%	5%
Year-2	6%	4%	5%
Year-3	6%	4%	5%

All Other Sectors:

Year-1	6.5%
Year-2	5%
Year-3	5%

For more information, please click [here](#) to view the Collective Bargaining Negotiations Settlement Agreement or go onto the MIBCO website at www.mibco.org.za, to the '**Latest Notifications**' directory.

The MIBCO Team

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Good to Great Together