

**DATED: 31 MARCH 2023**

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

**NOTICE: PUBLICATION OF ENACTED MIBCO COLLECTIVE AGREEMENT AND WAGE SCHEDULES FOR THE PERIOD 10 April 2023 TO 31 AUGUST 2023**

We are pleased to advise that the following MIBCO Collective Agreements have been enacted and published with an extension to non-parties of the Motor Industry, namely, the –

- Administrative Collective Agreement, Gazette 48340 of 31 March 2023, Notice no. R.3225 (Page 29 of Gazette 48340; and
- Main Collective Agreement, Gazette 48340 of 31 March 2023, Notice no. R.3226 (Page 69 of Gazette 48340).

The Agreements inter alia deal with the new wage dispensation, flowing from the 2022 Collective Bargaining Negotiations and will become effective on Monday 10 April 2023 and shall remain in place for the period up to 31 August 2025.

**PLEASE TAKE NOTE OF THE FOLLOWING:**

**1. GENERAL:**

- 1.1. All previous Agreements and subsequent extensions have therefore been repealed by virtue of the agreements referred to above coming into effect.
- 1.2. Go to [www.mibco.org](http://www.mibco.org) → [Collective Agreements Tab](#) or click [here](#) to view or download the MIBCO Collective Agreements.

**2. FUNDAMENTAL AGREEMENT AMENDMENTS:**

- 2.1. In terms of Government Gazette 48092 of 20 February 2023, Notice 3067, as of 01 March 2023, the wage earnings threshold is **R241 110.59** per annum. Employees whose earnings are equivalent or less than the new threshold are required to belong to the Autoworkers Provident Fund (AWPF) or Motor Industry Provident (MIPF), unless those employees have a provident fund exemption to belong to an alternative retirement fund. It also means that MIBCO levies are due for employees who earn below the MIBCO wage threshold,

notwithstanding that all MISA and NUMSA members are due to pay MIBCO levies regardless of their earnings.

- 2.2. The published MIBCO wage for the Grade-1 Parking Garage Attendants is repealed as of 01 March 2023. Those employees must earn at least the minimum hourly rate of **R25.42** as of 01 March 2023, in accordance with the National Minimum Wage, Government Gazette 48094 of 21 February 2023.
- 2.3. The Area Differentials has been removed in the Main Agreement and wage tables.
- 2.4. The term Journeyman has been replaced by Artisan. Henceforth, any employee who had the occupational status of a Journeyman will adopt the status as an Artisan.
- 2.5. The term BA-journeyman has been replaced by PR-Artisan (Practically Recognised Artisan). Henceforth, any employee who had the occupational status as a BA-journeyman will adopt the status as a PR-Artisan.

### **3. EXEMPTIONS:**

New applications or re-applications to extend exemptions shall be done for –

#### **3.1. 'Actual / Guaranteed Wage Exemption Applications':**

Applications must be submitted to MIBCO Regional Councils for consideration. Employers requiring national exemptions for 'groups of companies' should make their submissions to the Regional Council where the head office of those companies is located. Individual employers wishing to apply for an exemption to pay a lesser actual or a guaranteed wage increase or to be exempted from paying such, must do so by completing the **Wage Exemption Application Form** which is obtainable from:

- their local MIBCO Regional Office,
- from the MIBCO website [www.mibco.org.za](http://www.mibco.org.za), or
- by clicking [here](#).

Such applications must be submitted by no later than 21 days from date of this circular or no later than **Monday 24 April 2023** to the local MIBCO Regional Office either by hand delivery, registered mail, facsimile or E-mail in the prescribed format with relevant supporting documentation as outlined in the Wage Exemption Application Form.

#### **3.2. Additional Holiday Pay and Holiday Bonus exemption applications:**

Applications must be submitted to the MIBCO Regional Councils for consideration within 30-days from this notice.

### 3.3. **Provident Fund Exemption applications:**

Applications must be submitted to the MIBCO Regional Councils for consideration within 30 days of such exemptions expiring.

For further assistance please contact your local MIBCO Regional Office as per the contact details in **Annexure A** attached hereto.

## 4. **WAGES:**

4.1. The Department of Mineral Resources and Energy (DMRE) implemented a fuel margin adjustment **effective from 07 December 2022**, which means that all Sector-5 employers were already receiving the increases on every litre of petrol sold from the said date. Employers were therefore encouraged to make the wage adjustments even though Sector-5 increases have not been gazetted by the Department of Employment and Labour (DEL) and could therefore not be regulated by MIBCO. As with all other sectors, so too will Sector 5 wages be regulated by MIBCO as of 10 April 2023.

4.2. **NOTE:** The MIBCO Returns system does not automatically adjust the rates on the forecasts according to the minimum wages. Employers are reminded to update their Returns Online or submit their new wages to the MIBCO Returns Department to affect adjustments.

### 4.3. **ALLOWANCE RATES THAT APPEAR THROUGHOUT THE MAIN AGREEMENT FOR THE PERIOD 27 MARCH 2021 TO 31 AUGUST 2023:**

• Standby Allowance	R 89,62
• Call-out Allowance	R 96,02
• Tool Allowance	R 33,39
• Tool Allowance:	
▪ ASP -	R 0,83
▪ Maximum allowance over 3 year period -	R 5 008,61
• Travel Allowance:	
▪ Per night not at home	R 72,35
▪ Per night S&T	R 150,26
• Watchman search allowance	R 5,57
• Setting Bonus	R 5,57
• Vernier / micrometer	R 15,36
• Tape / Ruler / square	R 10,24
• Operative supervisor Chapter-5	R 11,13

- Additional Holiday Pay Rates:
  - Grade 7 R 94,62
  - Grade 8 R 108,15
  - Apprentice first year (3 and 4 year contract) R 54,42
  - Apprentice year-2 (4 year contract) R 59,67
  - Apprentice year-2 (3 year contract) R 60,76
  - Apprentice year-3 (4 year contract) R 67,43
  - Apprentice year last year (3 and 4 year contract) R 82,89

#### 4.4. WAGE TABLES:

<b>PRESCRIBED MINIMUM &amp; GUARANTEED WAGE SCHEDULE : Publication to 31 Aug 2023</b>						
<b>DIVISION B &amp; D, Wages - All Chapters &amp; Sectors</b>						
<b>Employee Class</b>	<b>Minimum Wages</b>		<b>Minimum Wages</b>		<b>Guaranteed Increases</b>	
	<b>Sectors 1,2,3,4,5 &amp; 7</b>		<b>Sector 6 only</b>		<b>Sectors 1,2,3,4,5 &amp; 7</b>	
	<b>PW</b>	<b>PM</b>	<b>PW</b>	<b>PM</b>	<b>PW</b>	<b>PM</b>
a) Office, stores sales and Clerical employee- during 1st year of experience	1476.15	6396.65	1506.57	6528.47	90.09	390.39
during 2nd year of experience	1684.32	7298.72	1716.34	7437.47	102.80	445.47
during 3rd year of experience	1939.79	8405.76	1978.15	8571.98	118.39	513.02
thereafter	2252.07	9758.97	2292.99	9936.29	137.45	595.62
b) Motor vehicle sales person- during 1st year of experience	1781.06	7717.93	1781.06	7717.93	108.70	471.03
thereafter	2296.32	9950.72	2296.64	9952.11	140.15	607.32
c) Bookkeeper	2895.49	12547.12	2920.56	12655.76	176.72	765.79
d) Accountant	4925.69	21344.66	4990.80	21626.80	300.63	1302.73
e) Parts salesperson - during 1st year of experience	1856.43	8044.53	1864.09	8077.72	113.30	490.97
thereafter	2280.45	9881.95	2280.45	9881.95	139.18	603.11
f) Traveller - during 1st year of experience	1864.09	8077.72	1864.09	8077.72	113.77	493.00
thereafter	2280.45	9881.95	2280.45	9881.95	139.18	603.11
g) Supply sales person - during 1st year of experience	1864.09	8077.72	1864.09	8077.72	113.77	493.00
during 2nd year of experience	2135.22	9252.62	2135.69	9254.66	130.32	564.72
during 3rd year of experience	2393.49	10371.79	2393.49	10371.79	146.08	633.01
thereafter	2568.65	11130.82	2568.65	11130.82	156.77	679.34
h) Part-time employees	*	*	*	*	*	*

\* One eleventh of the minimum weekly wage as prescribed for clerical employees in (a) hereof, for ordinary time worked on each day on any one forty-fifth of such prescribed minimum weekly wage for each hour or part of an hour of ordinary time worked in any one week, whichever is the

PRESCRIBED MINIMUM & GUARANTEED WAGE SCHEDULE : Publication to 31 Aug 2023										
DIVISION C & D, Wages/Apprentices/Learners/Operative Provisions & Bonusses										
Employee Class			Minimum Wages		Guaranteed		Apprentices/Learners (All Chapters)			
	Sector	Chapter	PW	PH	PW	PH		PW	PH	
Grade 1							3 Year Trade			
Forecourt Attendant	5	1	1746.45	38.81	121.95	2.71	First Year	1772.55	39.39	
Char	5	1	1350.45	30.01	64.35	1.43	Second Year	2198.25	48.85	
Parking Garage Attendant	4;7	1	1107.00	24.60	67.50	1.50	Third Year	2701.80	60.04	
Grade 1	1,2,3,4,7	1,2,4,5	1164.60	25.88	71.10	1.58	4 Year Trade			
Grade 1	6	1	1219.95	27.11			First Year	1772.55	39.39	
Grade 1	1	3	1291.95	28.71			Second Year	1944.00	43.20	
Grade 2							Third Year	2198.25	48.85	
Cashier	5	1	1795.05	39.89	85.50	1.90	Fourth Year	2701.80	60.04	
Grade 2	1,2,3,4,5,7	1,2,4,5	1563.75	34.75	95.40	2.12	NQF Learnership			
Grade 2	6	1	1634.85	36.33			Level 1	1772.55	39.39	
Grade 2	1	3	1701.45	37.81			Level 2	1944.00	43.20	
Grade 3	1,2,3,4,7	1,2,4,5	1692.90	37.62	103.50	2.30	Level 3	2198.25	48.85	
Grade 3	6	1	1755.00	39.00			Level 4	2701.80	60.04	
Grade 3	1	3	1840.50	40.90			CBMT			
Grade 4	2,3,4,7	1,4,5	1849.05	41.09	112.95	2.51	Level 1	1690.20	37.56	
Grade 4	6	1	1916.10	42.58			Level 2	2110.95	46.91	
Grade 4	1	3	2010.15	44.67			Level 3	2537.55	56.39	
Grade 5	1,2,3,4,7	1,2,4,5	2061.45	45.81	126.00	2.80	Level 4	2953.80	65.64	
Grade 5	6	1	2125.35	47.23						
Grade 5	1	3	2241.90	49.82						
Grade 6	1,2,3,4,7	1,2,4,5	2476.35	55.03	151.20	3.36				
Grade 6	6	1	2530.80	56.24						
Grade 6	1	3	2690.55	59.79						
Grade 7	1,2,3,4,7	1,2,4,5	3084.30	68.54	188.10	4.18				
Grade 7	6	1	3121.20	69.36						
Grade 8	1,2,3,4,7	1,2,4,5	3526.20	78.36	215.10	4.78				
Grade 8	6	1	3565.80	79.24						
Grade 8	1	3	3833.55	85.19						
Watchman	1,2,3,4,7	1,2,4,5	1424.60	*	86.95	*				
Watchman	6	1	1475.58	*						
Watchman	1	3	1520.99	*						
Provisions for Operatives	Sector	Chapter	PW	PH	PW	PH	Bonuses		PW	
Operative Engine Assembler							Setting Bonus(Chapter2)		5.57	
1st 18 Months Experience	3	4	2061.45	45.81	126.00	2.80	Measuring Instrument(Chapter3)		15.36	
thereafter	3	4	3084.30	68.54	188.10	4.18	Vernier/micrometer			
Operative Grade A							Tape/rule/square/sets			
1st 18 Months Experience	3	4	2061.45	45.81	126.00	2.80			10.24	
thereafter	3	4	2476.35	55.03	151.20	3.36				
Operative Grade B										
1st 6 Months Experience	3	4	1692.90	37.62	103.50	2.30				
thereafter	3	4	1849.05	41.09	112.95	2.51				

**ANNEXURE A: (LIST AND DETAILS OF MIBCO REGIONAL OFFICES)**

<b>EASTERN CAPE REGION</b> P.O. BOX 7270 PORT ELIZABETH 6055 TEL: (041) 393-3600 Enquiries: Mr L. Palmer <a href="mailto:Mibco.EC@mibco.org.za">Mibco.EC@mibco.org.za</a>	<b>KWA-ZULU NATAL REGION</b> P.O. BOX 10230 ASHWOOD 3605 TEL: (031) 274 0644 Enquiries: Mr S. Nyuswa <a href="mailto:Mibco.KZN@mibco.org.za">Mibco.KZN@mibco.org.za</a>
<b>FREE STATE / NORTHERN CAPE REGION</b> P.O.BOX 910 BLOEMFONTEIN 9300 TEL: (051) 409-4000 Enquiries: Mr Q. Ndukuya <a href="mailto:Mibco.FSNC@mibco.org.za">Mibco.FSNC@mibco.org.za</a>	<b>HIGHVELD REGION</b> P.O.BOX 2578 RANDBURG 2125 TEL: (011) 369-7750 Enquiries: Mr P. Masemola <a href="mailto:highveldregion@mibco.org.za">highveldregion@mibco.org.za</a>
<b>NORTHERN REGION</b> P.O.BOX 13970 HATFIELD 0028 TEL: (012) 362-4801 Enquiries: Mr P. Masemola <a href="mailto:Mibco.NR@mibco.org.za">Mibco.NR@mibco.org.za</a>	<b>WESTERN PROVINCE REGION</b> P.O.BOX 17 BELLVILLE 7535 TEL: (021) 941-7300 Enquiries: Mr G. Basson <a href="mailto:Mibco.WP@mibco.org.za">Mibco.WP@mibco.org.za</a>

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