

DATED: 28 JULY 2023

TO: ALL PARTICIPANTS IN THE MOTOR INDUSTRY

NOTICE: 2023 TO 2024 PRESCRIBED MINIMUM, GUARANTEED WAGE INCREASES & RELATED INFORMATION

The new minimum wage rates, guaranteed wage increases and related information published herein are based on MIBCO Gazette 48340 of 31 March 2023, Notice no. R.3226. These wage rates will become effective on Friday 01 September 2023 and shall remain in place for the period up to 31 August 2024.

Please take note of the following regarding the 2023/2024 wage adjustments:

1. GENERAL:

- 1.1. The Main Agreement is on the MIBCO website and can be accessed by going to www.mibco.org → [Collective Agreements](#) → [MAIN AGREEMENT Industry Replica 48340 R.3226](#).

or

by clicking [here](#) to go directly to the document.

- 1.2. The wage tables for the period 01 September 2023 to 31 August 2024 has been inserted herein as a quick reference and should be accessed and considered as it appears in the MAIN AGREEMENT Industry Replica 48340 R.3226 on the MIBCO website.
- 1.3. **Note:** MIBCO will not adjust wages without an official written mandate from the employer. Employers who make use of the 'MIBCO Online Returns Application' can make wage adjustments on their own.

2. ACTUAL / GUARANTEED WAGE EXEMPTION APPLICATIONS:

- 2.1. 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 entirely, must do so by completing a Wage Exemption Application Form which is obtainable from their local MIBCO Regional Office, or on the MIBCO website or by clicking [here](#). Such applications must be submitted by no later than 21 days from date of this circular or no later than Friday 18 August 2023 to the local MIBCO Regional Office either by hand delivery, registered mail,

facsimile or email in the prescribed format with relevant supporting documentation (as outlined in the Wage Exemption Application Form).

2.2. For further assistance please contact your local MIBCO Regional Office as per the contact detail in **Annexure-A** herein.

3. ALLOWANCE RATES THAT APPEAR THROUGHOUT THE MAIN AGREEMENT FOR THE PERIOD 01 SEPTEMBER 2023 TO 31 AUGUST 2024:

- Standby Allowance R 89,62
- Call-out Allowance R 96,02
- Tool Allowance:
 - Tool Allowance- Apprentices R 33,39
 - Apprentice Spray Painter - R 0,83
 - Maximum allowance over 3-year period (all apprentices) - R 5 008,61
- Travel Allowance:
 - Per night not at home R 72,35
 - Per night S&T R135,00
- 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 105,81
 - Grade 8 R 120,94
 - Apprentice first year (3 and 4 year contract) R 60,86
 - Apprentice year-2 (4 year contract) R 66,73
 - Apprentice year-2 (3 year contract) R 67,95
 - Apprentice year-3 (4 year contract) R 75,40
 - Apprentice year last year (3 and 4 year contract) R 92,69
- **Holiday Bonus** contributions:
 - The Holiday Bonus amount shall be two weeks' wages, with a maximum payment of **R6 044,46** per annum for qualifying employees.
 - Holiday Bonus for Chapter III establishments is three weeks calculated on actual wages (no capping).

4. WAGES:

- 4.1. Employees who earn wages/salaries (gross before overtime allowance and bonuses) below the National Wage Threshold, as determined and published by the Minister of Employment and Labour (as amended in the Basic Conditions of Employment Act), are legally entitled to the increase according to the Wage Tables attached. Wage increases for employees earning above the specified threshold are at the discretion of the employer. The current National Wage Threshold in terms of Gazette 48092 of 28 February 2023, Notice no. 3067 is R241 110.59. MIBCO will send a circular to Industry should there be a change in the National Minimum Wage within this wage period.
- 4.2. In line with the MIBCO multi-year wage settlement agreement signed on 04 November 2022, the retail margin on all grades of petrol will be increased by 5.0 c/l from 241.9 c/l to 246.9 c/l with effect from 06 September 2023. This increase in the retail margin, as confirmed by the Department of Minerals and Energy Resources (DMER), should be ring-fenced for the recovery of increased wages. Therefore, the implementation of Sector 5 wage increases will come into effect on **06 September 2023**.

(Wage tables- next page)

4.3. WAGE TABLES:

PRESCRIBED MINIMUM & GUARANTEED WAGE SCHEDULE : 01 Sep 2023 to 31 Aug 2024						
DIVISION B & D, Wages - All Chapters & Sectors						
Employee Class	Minimum Wages		Minimum Wages		Guaranteed Increases	
	Sectors 1,2,3,4,5 & 7		Sector 6 only		Sectors 1,2,3,4,5 & 7	
	PW	PM	PW	PM	PW	PM
a) Office, stores, sales and clerical employee- during 1st year of experience	1549.96	6716.49	1581.90	6854.90	73.81	319.84
during 2nd year of experience	1768.54	7663.67	1802.16	7809.36	84.22	364.95
during 3rd year of experience	2036.78	8826.05	2077.06	9000.59	96.99	420.29
thereafter	2364.67	10246.90	2407.64	10433.11	112.60	487.93
b) Motor vehicle sales person- during 1st year of experience	1870.11	8103.81	1870.11	8103.81	89.05	385.88
thereafter	2411.14	10448.27	2411.47	10449.70	114.82	497.55
c) Bookkeeper	3040.26	13174.46	3066.59	13288.56	144.77	627.34
d) Accountant	5171.97	22411.87	5240.34	22708.14	246.28	1067.21
e) Parts salesperson - during 1st year of experience	1949.25	8446.75	1957.29	8481.59	92.82	402.22
thereafter	2394.47	10376.04	2394.47	10376.04	114.02	494.09
f) Traveller - during 1st year of experience	1957.29	8481.59	1957.29	8481.59	93.20	403.87
thereafter	2394.47	10376.04	2394.47	10376.04	114.02	494.09
g) Supply sales person - during 1st year of experience	1957.29	8481.59	1957.29	8481.59	93.20	403.87
during 2nd year of experience	2241.98	9715.25	2242.47	9717.37	106.76	462.63
during 3rd year of experience	2513.16	10890.36	2513.16	10890.36	119.67	518.57
thereafter	2697.08	11687.35	2697.08	11687.35	128.43	556.53
h) Part-time employees	*	*	*	*	*	*
Notes: * 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 greater. * The classification 'Office, stores, sales and clerical employee' includes Division B and D employees who are supervisors or managers.						

PRESCRIBED MINIMUM & GUARANTEED WAGE SCHEDULE : 01 Sep 2023 to 31 Aug 2024										
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	1851.30	41.14	104.85	2.33	First Year	1861.20	41.36	
Char	5	1	1417.95	31.51	67.50	1.50	Second Year	2308.05	51.29	
Parking Garage Attendant	4;7	1	1162.35	25.83	55.35	1.23	Third Year	2836.80	63.04	
Grade 1	1,2,3,4,7	1,2,4,5	1222.65	27.17	58.05	1.29	4 Year Trade			
Grade 1	6	1	1281.15	28.47			First Year	1861.20	41.36	
Grade 1	1	3	1369.35	30.43			Second Year	2041.20	45.36	
Grade 2							Third Year	2308.05	51.29	
Cashier	5	1	1867.05	41.49	72.00	1.60	Fourth Year	2836.80	63.04	
Grade 2	1,2,3,4,5,7	1,2,4,5	1642.05	36.49	78.30	1.74	NQF Learnership			
Grade 2	6	1	1716.75	38.15			Level 1	1861.20	41.36	
Grade 2	1	3	1803.60	40.08			Level 2	2041.20	45.36	
Grade 3	1,2,3,4,7	1,2,4,5	1777.50	39.50	84.60	1.88	Level 3	2308.05	51.29	
Grade 3	6	1	1842.75	40.95			Level 4	2836.80	63.04	
Grade 3	1	3	1950.75	43.35			CBMT			
Grade 4	2,3,4,7	1,4,5	1941.30	43.14	92.25	2.05	Level 1	1774.80	39.44	
Grade 4	6	1	2011.95	44.71			Level 2	2216.70	49.26	
Grade 4	1	3	2130.75	47.35			Level 3	2664.45	59.21	
Grade 5	1,2,3,4,7	1,2,4,5	2164.50	48.10	103.05	2.29	Level 4	3101.40	68.92	
Grade 5	6	1	2231.55	49.59						
Grade 5	1	3	2376.45	52.81						
Grade 6	1,2,3,4,7	1,2,4,5	2600.10	57.78	123.75	2.75				
Grade 6	6	1	2657.25	59.05						
Grade 6	1	3	2852.10	63.38						
Grade 7	1,2,3,4,7	1,2,4,5	3238.65	71.97	154.35	3.43				
Grade 7	6	1	3277.35	72.83						
Grade 8	1,2,3,4,7	1,2,4,5	3702.60	82.28	176.40	3.92				
Grade 8	6	1	3744.00	83.20						
Grade 8	1	3	4063.50	90.30						
Watchman	1,2,3,4,7	1,2,4,5	1495.83	*	71.23	*				
Watchman	6	1	1549.36	*						
Watchman	1	3	1612.25	*						
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	2164.50	48.10	103.05	2.29	Measuring Instrument(Chapter3)		15.36	
thereafter	3	4	3238.65	71.97	154.35	3.43	Vernier/micrometer			
Operative Grade A							Tape/rule/square/sets			
1st 18 Months Experience	3	4	2164.50	48.10	103.05	2.29			10.24	
thereafter	3	4	2600.10	57.78	123.75	2.75				
Operative Grade B										
1st 6 Months Experience	3	4	1777.50	39.50	84.60	1.88				
thereafter	3	4	1941.30	43.14	92.25	2.05				
Notes:										
* Sector 1- Chapter 3: A 6% wage and salary increase on actual rates of pay across the board.										

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

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

---o0o---