

DATED: 15 MARCH 2024

TO: ALL PARTICIPANTS IN THE MOTOR INDUSTRY

NOTICE: INCREASE OF NATIONAL MINIMUM WAGE

Industry is hereby reminded that on 01 March 2024, the National Minimum Wage (NMW) was increased for every ordinary hour of work (in terms of Government Gazette 50073 of 02 February 2024, Notice R.4331).

The NMW is **R27.58** for all employees and **R15.16** for workers employed on expanded public works programmes.

The NMW rate for learners engaged in non-accredited learning programmes, including those participating in YES programmes will be set at **R27.58** per hour. The rates prescribed in schedule 2 of the gazette should be applied for learners engaged in accredited programmes.

This means that –

1. The **Grade-1 Parking Garage Attendant's** minimum wage of **R25.83** in the MIBCO Main Collective Agreement has been repealed and not applicable since 01 March 2024 up to 31 August 2025. The new minimum wage for Grade-1 Parking Garage Attendants is **R27.58** effective 01 March 2024; and
2. The **Grade-1 employees (Chars) for all other Chapters** minimum wage of **R27.17** in the MIBCO Main Collective Agreement has been repealed and not applicable since 01 March 2024 up to 31 August 2024. The NMW for these affected employees will be repealed on 01 September 2024 and they will revert back to the new MIBCO minimum wage of **R28.53**. The new minimum wage for **Grade-1 employees (Chars) for all other Chapters** is **R27.58** effective 01 March 2024.

IMPORTANTLY: Grade-1 employees (Chars) for all other Chapters EXCLUDES Chapter-3 and Sector-5 Chars.

The affected employee grades have been adjusted on the MIBCO Returns System and employers are urged to adjust wage rates accordingly, to comply with the National Minimum Wage Act, Act no.9 of 2018, as amended.

Click [here](#) to view or download the NMW Gazette (Government Gazette 50073 of 02 February 2024, Notice R.4331).

The MIBCO Team

---o0o---