

**DATED: 15 JULY 2024**

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

**NOTICE: PRESCRIBED MINIMUM, GUARANTEED WAGE INCREASES &  
RELATED INFORMATION FOR THE PERIOD 01 SEPTEMBER  
2024 TO 31 AUGUST 2025**

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 Sunday 01 September 2024 and shall remain in place for the period up to 31 August 2025.

**PLEASE TAKE NOTE OF THE FOLLOWING:**

**1. GENERAL:**

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

or

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

1.3. The wage tables for the period 01 September 2024 to 31 August 2025 have 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 and the fundamental information herein.

1.4. **Note:** MIBCO will not adjust wages on the MIBCO Returns System 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. FUNDAMENTAL INFORMATION:**

2.1. In terms of Government Gazette 50254 of 04 March 2024, Notice 4468, of 01 March 2024, the wage earnings threshold is **R254 371.67** 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 The published MIBCO wage for the **Grade-1 Parking Garage Attendants** was repealed on 01 March 2024. Those employees must at least earn the minimum hourly rate of **R27.58** as of 01 March 2024, in accordance with the National Minimum Wage, Government Gazette 50073 of 02 February 2024, Notice R.4331. The wage rates in the **Main Collective Agreement shall not be used** and the **National Minimum Wage rate shall remain in place**.
- 2.3. The national minimum hourly wage of **R27.58** applied for **Grade-1 employees (Chars) for all other Chapters**, in accordance with the National Minimum Wage, Government Gazette 50073 of 02 February 2024, Notice R.4331, will be repealed. The national hourly rate that shall be applied is prescribed in the Main Collective Agreement and will be **R28.53**, effective from 01 September 2024.

**IMPORTANTLY: Grade-1 employees (Chars) for all other Chapters EXCLUDES Chapter-3; Sector-5 and Sector-6 Chars.**

**3. ACTUAL / GUARANTEED WAGE EXEMPTION APPLICATIONS:**

- 3.1. Individual employers wishing to apply for an exemption to pay a lesser actual or 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 the date of this circular or no later than **Monday 05 August 2024** to the local MIBCO Regional Office either by hand delivery, registered mail, or email in the prescribed format with relevant supporting documentation (as outlined in the Wage Exemption Application Form).
- 3.2. For further assistance please contact your local MIBCO Regional Office as per the contact detail in **Annexure-A** herein.

**4. ALLOWANCE RATES THAT APPEAR THROUGHOUT THE MAIN AGREEMENT FOR THE PERIOD 01 SEPTEMBER 2024 TO 31 AUGUST 2025:**

- |                      |         |
|----------------------|---------|
| • Standby Allowance  | R 89,62 |
| • Call-out Allowance | R 96,02 |
| • Tool Allowance     | R 33,39 |

- Tool Allowance:
  - Apprentice Spray Painter (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 135,00
- 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 111,10
  - Grade 8 R 126.99
  - Apprentice first year (3 and 4 year contract) R 63,90
  - Apprentice year-2 (4 year contract) R 70,07
  - Apprentice year-2 (3 year contract) R 71.35
  - Apprentice year-3 (4 year contract) R 79.17
  - Apprentice year last year (3 and 4 year contract) R 97.32
- **Holiday Bonus contributions:**
  - The Holiday Bonus amount shall be two weeks' wages, with a maximum payment of **R6 346.68** per annum for qualifying employees.
  - Holiday Bonus for Chapter III establishments is three weeks calculated on actual wages (no capping).

## 5. WAGES:

- 5.1. 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 herein. Wage increases for employees earning above the specified threshold are at the discretion of the employer.
- 5.2. In line with the MIBCO multi-year wage settlement agreement signed on 04 November 2022, the retail margin on all grades of petrol may be increased. The retail margin increase is subject to confirmation by the Department of Minerals and Energy Resources (DMER)

and should be ring-fenced for the recovery of wage increases. MIBCO will send a circular to Industry should the retail margin increase, to advise on the effective date for Sector-5 wage increases according to the Main Collective Agreement.

### 5.3 Wage Tables:

| <b>PRESCRIBED MINIMUM &amp; GUARANTEED WAGE SCHEDULE : 01 Sep 2024 to 31 Aug 2025</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-<br>during 1st year of experience  | 1627.46                          | 7052.33   | 1661.00              | 7197.67   | 77.50                            | 335.83    |
| during 2nd year of experience  | 1856.97                          | 8046.87   | 1892.27              | 8199.84   | 88.43                            | 383.20    |
| during 3rd year of experience  | 2138.62                          | 9267.35   | 2180.91              | 9450.61   | 101.84                           | 441.31    |
| thereafter   | 2482.90                          | 10759.23  | 2528.02              | 10954.75  | 118.23                           | 512.33    |
| b) Motor vehicle sales person-<br>during 1st year of experience  | 1963.62                          | 8509.02   | 1963.62              | 8509.02   | 93.51                            | 405.21    |
| thereafter   | 2531.70                          | 10970.70  | 2532.04              | 10972.17  | 120.56                           | 522.43    |
| c) Bookkeeper  | 3192.27                          | 13833.17  | 3219.92              | 13952.99  | 152.01                           | 658.71    |
| d) Accountant  | 5430.57                          | 23532.47  | 5502.36              | 23843.56  | 258.60                           | 1120.60   |
| e) Parts salesperson -<br>during 1st year of experience  | 2046.71                          | 8869.08   | 2055.15              | 8905.65   | 97.46                            | 422.33    |
| thereafter   | 2514.19                          | 10894.82  | 2514.19              | 10894.82  | 119.72                           | 518.79    |
| f) Traveller -<br>during 1st year of experience  | 2055.15                          | 8905.65   | 2055.15              | 8905.65   | 97.86                            | 424.06    |
| thereafter   | 2514.19                          | 10894.82  | 2514.19              | 10894.82  | 119.72                           | 518.79    |
| g) Supply sales person -<br>during 1st year of experience  | 2055.15                          | 8905.65   | 2055.15              | 8905.65   | 97.86                            | 424.06    |
| during 2nd year of experience  | 2354.08                          | 10201.01  | 2354.59              | 10203.22  | 112.10                           | 485.77    |
| during 3rd year of experience  | 2638.82                          | 11434.89  | 2638.82              | 11434.89  | 125.66                           | 544.53    |
| thereafter   | 2831.93                          | 12271.70  | 2831.93              | 12271.70  | 134.85                           | 584.35    |
| 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 greater. |                                  |           |                      |           |                                  |           |

| PRESCRIBED MINIMUM & GUARANTEED WAGE SCHEDULE : 01 Sep 2024 to 31 Aug 2025 |             |         |               |       |            |      |                                     |         |       |
|--|-------------|---------|---------------|-------|------------|------|-------------------------------------|---------|-------|
| 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       | 1962.45       | 43.61 | 111.15     | 2.47 | First Year                          | 1954.35 | 43.43 |
| Char   | 5           | 1       | 1489.05       | 33.09 | 71.10      | 1.58 | Second Year                         | 2423.25 | 53.85 |
| Parking Garage Attendant   | 4;7         | 1       | 1241.10       | 27.58 | 20.70      | 0.46 | Third Year                          | 2978.55 | 66.19 |
| Grade 1  | 1,2,3,4,7   | 1,2,4,5 | 1283.85       | 28.53 | 61.20      | 1.36 | 4 Year Trade                        |         |       |
| Grade 1  | 6           | 1       | 1345.05       | 29.89 |            |      | First Year                          | 1954.35 | 43.43 |
| Grade 1  | 1           | 3       | 1451.70       | 32.26 |            |      | Second Year                         | 2143.35 | 47.63 |
| Grade 2  |             |         |               |       |            |      | Third Year                          | 2423.25 | 53.85 |
| Cashier  | 5           |         | 1941.75       | 43.15 | 74.70      | 1.66 | Fourth Year                         | 2978.55 | 66.19 |
| Grade 2  | 1,2,3,4,5,7 | 1,2,4,5 | 1723.95       | 38.31 | 81.90      | 1.82 | NQF Learnership                     |         |       |
| Grade 2  | 6           | 1       | 1802.70       | 40.06 |            |      | Level 1                             | 1954.35 | 43.43 |
| Grade 2  | 1           | 3       | 1911.60       | 42.48 |            |      | Level 2                             | 2143.35 | 47.63 |
| Grade 3  | 1,2,3,4,7   | 1,2,4,5 | 1866.60       | 41.48 | 89.10      | 1.98 | Level 3                             | 2423.25 | 53.85 |
| Grade 3  | 6           | 1       | 1935.00       | 43.00 |            |      | Level 4                             | 2978.55 | 66.19 |
| Grade 3  | 1           | 3       | 2067.75       | 45.95 |            |      | CBMT                                |         |       |
| Grade 4  | 2,3,4,7     | 1,4,5   | 2038.50       | 45.30 | 97.20      | 2.16 | Level 1                             | 1863.45 | 41.41 |
| Grade 4  | 6           | 1       | 2112.75       | 46.95 |            |      | Level 2                             | 2327.40 | 51.72 |
| Grade 4  | 1           | 3       | 2258.55       | 50.19 |            |      | Level 3                             | 2797.65 | 62.17 |
| Grade 5  | 1,2,3,4,7   | 1,2,4,5 | 2272.95       | 50.51 | 108.45     | 2.41 | Level 4                             | 3256.65 | 72.37 |
| Grade 5  | 6           | 1       | 2343.15       | 52.07 |            |      |                                     |         |       |
| Grade 5  | 1           | 3       | 2519.10       | 55.98 |            |      |                                     |         |       |
| Grade 6  | 1,2,3,4,7   | 1,2,4,5 | 2730.15       | 60.67 | 130.05     | 2.89 |                                     |         |       |
| Grade 6  | 6           | 1       | 2790.00       | 62.00 |            |      |                                     |         |       |
| Grade 6  | 1           | 3       | 3023.10       | 67.18 |            |      |                                     |         |       |
| Grade 7  | 1,2,3,4,7   | 1,2,4,5 | 3400.65       | 75.57 | 162.00     | 3.60 |                                     |         |       |
| Grade 7  | 6           | 1       | 3441.15       | 76.47 |            |      |                                     |         |       |
| Grade 8  | 1,2,3,4,7   | 1,2,4,5 | 3887.55       | 86.39 | 184.95     | 4.11 |                                     |         |       |
| Grade 8  | 6           | 1       | 3931.20       | 87.36 |            |      |                                     |         |       |
| Grade 8  | 1           | 3       | 4307.40       | 95.72 |            |      |                                     |         |       |
| Watchman   | 1,2,3,4,7   | 1,2,4,5 | 1570.62       | *     | 74.79      | *    |                                     |         |       |
| Watchman   | 6           | 1       | 1626.83       | *     |            |      |                                     |         |       |
| Watchman   | 1           | 3       | 1708.99       | *     |            |      |                                     |         |       |
| 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       | 2272.95       | 50.51 | 108.45     | 2.41 | Measuring Instrument(Chapter3)      |         | 15.36 |
| thereafter   | 3           | 4       | 3400.65       | 75.57 | 162.00     | 3.60 | Vernier/micrometer                  |         |       |
| Operative Grade A  |             |         |               |       |            |      | Tape/rule/square/sets               |         |       |
| 1st 18 Months Experience   | 3           | 4       | 2272.95       | 50.51 | 108.45     | 2.41 |                                     |         |       |
| thereafter   | 3           | 4       | 2730.15       | 60.67 | 130.05     | 2.89 |                                     |         |       |
| Operative Grade B  |             |         |               |       |            |      |                                     |         |       |
| 1st 6 Months Experience  | 3           | 4       | 1866.60       | 41.48 | 89.10      | 1.98 |                                     |         |       |
| thereafter   | 3           | 4       | 2038.50       | 45.30 | 97.20      | 2.16 |                                     |         |       |

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

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

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