

**DATED: 26 August 2024**

**TO: SECTOR-5 PARTICIPANTS IN THE MOTOR INDUSTRY**

**2024/2025 PRESCRIBED INCREASES AND MINIMUM WAGE FOR SECTOR 5,  
FORECOURT ATTENDANT; CASHIERS AND CHARS:**

The Honourable Minister of the Department of Mineral Resources and Energy approved the increase of the fuel retail margin on 14 August 2024, by 5.3 c/l, from 285.70 c/l to 291.00 c/l, effective on 04 September 2024.

Employers are required to make the wage adjustments as of 04 September 2024 according to the wage tables in the MIBCO Main Collective Agreement, and as presented in the wage table below:

**GENERAL**

This wage schedule is only applicable to:

- Sector-5, Forecourt attendant (Grade-1/ specific to the Sector-5 dispensation - not as the general grade-1 occupations);
- Sector-5, Char (Grade-1/ specific to the Sector-5 dispensation - not as the general grade-1 and Char occupations)
- Sector-5, Cashier (Grade-2/ specific to the Sector-5 dispensation - not as the general grade-2 or Division-B occupations).

Furthermore, MIBCO is aware of the many industry enquiries concerning the wage move of the Grade-1 Forecourt Attendant that will begin to earn more than the Grade-2 Cashier in Sector-5. The wage schedules are correct and this is simply a consequence of the negotiations outcome, which resulted in a wage creep of the Grade-1 Forecourt Attendant to now earn more than the Grade-2 Cashier.

Please refer to Circular 08 of 2024 on the MIBCO website or click [here](#) to view the other related processes with respect to wage adjustments.

## Sector-5 wage Table

The wage tables below for the period 04 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.

**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.

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 Increases		Apprentices/Learners (All Chapters)		
	Sector	Chapter	PW	PH	PW	PH		PW	PH
<b>Grade 1</b>							<b>3 Year Trade</b>		
Forecourt Attendant	5	1	1962.45	43.61	111.15	2.47			
Char	5	1	1489.05	33.09	71.10	1.58			
<b>Grade 2</b>									
Cashier	5	1	1941.75	43.15	74.70	1.66			