

DATED: 12 FEBRUARY 2025

TO: ALL PARTICIPANTS IN THE MOTOR INDUSTRY

NOTICE: INCREASE OF NATIONAL MINIMUM WAGE

Industry is hereby informed that the National Minimum Wage (NMW) will increase from R27.58 to **R28.79** for every ordinary hour of work, effective 01 March 2025 (in terms of Government Gazette 52053 of 04 February 2025, Notice R.5830).

The NMW will be **R28.79** for all employees and **R15.83** 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 **R28.79** 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 The **Grade-1 Parking Garage Attendant's** minimum wage of **R25.83** in the MIBCO Main Collective Agreement is still repealed and that the new minimum wage for Grade-1 Parking Garage Attendants is **R28.79**, effective 01 March 2025; and
2. The MIBCO minimum wage of **R28.53** in the MIBCO Main Collective Agreement for **Grade-1 employees (Chars) of all other Chapters** will be repealed on 01 March 2025. The NMW for these affected employees will be **R28.79**, effective 01 March 2025.

IMPORTANTLY:

This EXCLUDES and is NOT APPLICABLE to Chars employed in Sector-5 (Fuel Retailers) and Chapter-3 (Automotive Manufacturing) establishments.

Wage rates for the affected employee grades will be adjusted on the MIBCO Returns System and will be applicable from 01 March 2025. 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 52053 of 04 February 2025, Notice R.5830).

The MIBCO Team

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