

Dated: 18 SEPTEMBER 2025

Circular No: 2025/00023

To: SECTOR 5 ESTABLISHMENTS IN THE MOTOR INDUSTRY

Notice: 2025/2026 ADJUSTED PRESCRIBED WAGES FOR SECTOR 5

All Sector 5 Fuel Retailers are hereby informed about impending adjusted wage increases that will be due to Forecourt Attendants, Cashiers and Chars at such establishments. This is due to a retail margin adjustment on petrol awarded by the Minister of the Department of Mineral and Petroleum Resources to compensate for those wage increases. The retail margin adjustment on petrol will come into effect on Wednesday 01 October 2025.

The wage increase effective from 01 October 2025 are as follows:

Employee	Per hour	Medical allowance Per hour	Total per hour	Per week	Medical allowance Per week	Total per week
Forecourt Attendant	R45.79	R0.44	R46.23	R2060.55	R19.62	R2080.17
Cashier	R45.30	R0.44	R45.74	R2038.50	R19.62	R2058.12
Char	R34.64	R0.44	R35.08	R1558.80	R19.62	R1578.42

Note: The increase and margin adjustment are equivalent to the wage rates contained in the Wage Settlement Agreement concluded by MIBCO on 23 August 2025, of which all employers in Sector 5 are expected to implement.

Note: MIBCO will only be legally in a position to enforce the MIBCO Main Collective Agreement once published and promulgated by the Minister of the Department of Employment and Labour.

The MIBCO Team

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