

Dated: 10 December 2025

Circular No: 2025/00034

To: ALL PARTICIPANTS IN THE MOTOR INDUSTRY

Notice: STATUS OF COLLECTIVE AGREEMENTS AND 2025 WAGE SCHEDULES

MIBCO has received confirmation that the industry Collective Agreements have been signed by the Minister of Employment and Labour and is being readied for gazettal. MIBCO remain positive that the Agreements will be gazetted before the end of 2025.

Below are the wage schedules which were shared with Circular No 25 of 2025:

PRESCRIBED MINIMUM & GUARANTEED WAGE SCHEDULE : Date of Publication to 31 Aug 2026						
DIVISION B & D, Wages - All Chapters & Sectors						
Employee Class	Minimum Wages		Minimum Wages		Guaranteed Increases	
	Sectors 1,2,3,4,5 & 7		Sector 6 only		Sectors 1,2,3,4,5 & 7	
	PW	PM	PW	PM	PW	PM
a) Office, stores sales and Clerical employee- during 1st year of experience	1708.83	7404.93	1744.05	7557.55	81.37	352.6
during 2nd year of experience	1949.82	8449.22	1986.88	8609.81	92.85	402.35
during 3rd year of experience	2245.55	9730.72	2289.96	9923.16	106.93	463.36
thereafter	2607.05	11297.22	2654.42	11502.49	124.15	537.98
b) Motor vehicle sales person- during 1st year of experience	2061.8	8934.47	2061.8	8934.47	98.18	425.45
thereafter	2658.29	11519.26	2658.64	11520.77	126.59	548.56
c) Bookkeeper	3351.88	14524.81	3380.92	14650.65	159.61	691.64
d) Accountant	5702.1	24709.1	5777.48	25035.75	271.53	1176.63
e) Parts salesperson - during 1st year of experience	2149.05	9312.55	2157.91	9350.94	102.34	443.47
thereafter	2639.9	11439.57	2639.9	11439.57	125.71	544.74
f) Traveller - during 1st year of experience	2157.91	9350.94	2157.91	9350.94	102.76	445.29
thereafter	2639.9	11439.57	2639.9	11439.57	125.71	544.74
g) Supply sales person - during 1st year of experience	2157.91	9350.94	2157.91	9350.94	102.76	445.29
during 2nd year of experience	2471.78	10711.05	2472.32	10713.39	117.7	510.03
during 3rd year of experience	2770.76	12006.63	2770.76	12006.63	131.94	571.74
thereafter	2973.53	12885.3	2973.53	12885.3	141.6	613.6
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 week, or 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 : Date of Publication to 31 Aug 2026									
DIVISION C & D, Wages/Apprentices/Learners/Operative Provisions & Bonusses									
Employee Class	Sector	Chapter	Minimum Wages		Guaranteed Increases		Apprentices/Learners (All Chapters)		
			PW	PH	PW	PH		PW	PH
Grade 1							3 Year Trade		
Forecourt Attendant	5	1	2060.55	45.79	98.1	2.18	First Year	2012.85	44.73
Char	5	1	1558.8	34.64	69.75	1.55	Second Year	2496.15	55.47
Parking Garage Attendant	4;7	1	1360.35	30.23	64.8	1.44	Third Year	3068.1	68.18
Grade 1	1;2;3;4;7	1;2;4;5	1360.35	30.23	64.8	1.44	4 Year Trade		
Grade 1	6	1	1412.1	31.38			First Year	2012.85	44.73
Grade 1	1	3	1539	34.2			Second Year	2207.7	49.06
Grade 2							Third Year	2496.15	55.47
Cashier	5		2038.5	45.3	96.75	2.15	Fourth Year	3068.1	68.18
Grade 2	1;2;3;4;5;7	1;2;4;5	1810.35	40.23	86.4	1.92	NQF Learnership		
Grade 2	6	1	1892.7	42.06			Level 1	2012.85	44.73
Grade 2	1	3	2026.35	45.03			Level 2	2207.7	49.06
Grade 3	1;2;3;4;5;7	1;2;4;5	1959.75	43.55	93.15	2.07	Level 3	2496.15	55.47
Grade 3	6	1	2031.75	45.15			Level 4	3068.1	68.18
Grade 3	1	3	2191.95	48.71			CBMT		
Grade 4	2;3;4;7	1;4;5	2140.65	47.57	102.15	2.27	Level 1	1919.25	42.65
Grade 4	6	1	2218.5	49.3			Level 2	2397.15	53.27
Grade 4	1	3	2394	53.2			Level 3	2881.8	64.04
Grade 5	1;2;3;4;7	1;2;4;5	2386.8	53.04	113.85	2.53	Level 4	3354.3	74.54
Grade 5	6	1	2460.15	54.67					
Grade 5	1	3	2670.3	59.34					
Grade 6	1;2;3;4;7	1;2;4;5	2866.5	63.7	136.35	3.03			
Grade 6	6	1	2929.5	65.1					
Grade 6	1	3	3204.45	71.21					
Grade 7	1;2;3;4;7	1;2;4;5	3570.75	79.35	170.1	3.78			
Grade 7	6	1	3613.05	80.29					
Grade 8	1;2;3;4;7	1;2;4;5	4081.95	90.71	194.4	4.32			
Grade 8	6	1	4127.85	91.73					
Grade 8	1	3	4565.7	101.46					
Watchman	1;2;3;4;5;7	1;2;4;5	1649.15	*	78.53	*			
Watchman	6	1	1708.17	*					
Watchman	1	3	1811.53	*					
Provisions for Operatives	Sector	Chapter	PW	PH	PW	PH	Bonuses	PW	
Operative Engine Assembler							Setting Bonus(Chapter2;5)	5.85	
1st 18 Months Experience	3	4	2386.8	53.04	113.85	2.53	Measuring Instrument(Chapter3)		
thereafter	3	4	3570.75	79.35	170.1	3.78	Vernier/micrometer	16.28	
Operative Grade A							Tape/rule/square/sets	10.85	
1st 18 Months Experience	3	4	2386.8	53.04	113.85	2.53	Measuring Bonus(Chapter5)	11.69	
thereafter	3	4	2866.5	63.7	136.35	3.03			
Operative Grade B									
1st 6 Months Experience	3	4	1959.75	43.55	93.15	2.07			
thereafter	3	4	2140.65	47.57	102.15	2.27			
Notes:									
The medical insurance allowance for Forecourt Attendants, Cashiers and Chars is R0.44 per hour (R19.62 per week)									
Sector 1 - Chapter 3 : 6.00% wage and salary increase on actual rates of pay across the board (Excluding Apprentices)									



Good to Great Together



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MIBCO will inform the Industry of the implementation date and processes related to wage increases when the Collective Agreements are gazetted.

The MIBCO Team

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