



**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						
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 during 2nd year of experience during 3rd year of experience thereafter	1708.83 1949.82 2245.55 2607.05	7404.93 8449.22 9730.72 11297.22	1744.05 1986.88 2289.96 2654.42	7557.55 8609.81 9923.16 11502.49	81.37 92.85 106.93 124.15	352.6 402.35 463.36 537.98
b) Motor vehicle sales person- during 1st year of experience thereafter	2061.8 2658.29	8934.47 11519.26	2061.8 2658.64	8934.47 11520.77	98.18 126.59	425.45 548.56
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 thereafter	2149.05 2639.9	9312.55 11439.57	2157.91 2639.9	9350.94 11439.57	102.34 125.71	443.47 544.74
f) Traveller - during 1st year of experience thereafter	2157.91 2639.9	9350.94 11439.57	2157.91 2639.9	9350.94 11439.57	102.76 125.71	445.29 544.74
g) Supply sales person - during 1st year of experience during 2nd year of experience during 3rd year of experience thereafter	2157.91 2471.78 2770.76 2973.53	9350.94 10711.05 12006.63 12885.3	2157.91 2472.32 2770.76 2973.53	9350.94 10713.39 12006.63 12885.3	102.76 117.7 131.94 141.6	445.29 510.03 571.74 613.6
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				
<b>Grade 1</b>												
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			
<b>Grade 1</b>	<b>1;2;3;4;7</b>	<b>1;2;4;5</b>	<b>1360.35</b>	<b>30.23</b>	<b>64.8</b>	<b>1.44</b>	<b>4 Year Trade</b>					
<b>Grade 1</b>	<b>6</b>	<b>1</b>	<b>1412.1</b>	<b>31.38</b>			First Year	2012.85	44.73			
<b>Grade 1</b>	<b>1</b>	<b>3</b>	<b>1539</b>	<b>34.2</b>			Second Year	2207.7	49.06			
<b>Grade 2</b>												
Cashier	5		2038.5	45.3	96.75	2.15	Third Year	2496.15	55.47			
<b>Grade 2</b>	<b>1;2;3;4;5;7</b>	<b>1;2;4;5</b>	<b>1810.35</b>	<b>40.23</b>	<b>86.4</b>	<b>1.92</b>	Fourth Year	3068.1	68.18			
<b>Grade 2</b>	<b>6</b>	<b>1</b>	<b>1892.7</b>	<b>42.06</b>			<b>NQF Learnership</b>					
<b>Grade 2</b>	<b>1</b>	<b>3</b>	<b>2026.35</b>	<b>45.03</b>			Level 1	2012.85	44.73			
<b>Grade 3</b>	<b>1;2;3;4;5;7</b>	<b>1;2;4;5</b>	<b>1959.75</b>	<b>43.55</b>	<b>93.15</b>	<b>2.07</b>	Level 2	2207.7	49.06			
<b>Grade 3</b>	<b>6</b>	<b>1</b>	<b>2031.75</b>	<b>45.15</b>			Level 3	2496.15	55.47			
<b>Grade 3</b>	<b>1</b>	<b>3</b>	<b>2191.95</b>	<b>48.71</b>			Level 4	3068.1	68.18			
<b>Grade 4</b>												
	<b>2;3;4;7</b>	<b>1;4;5</b>	<b>2140.65</b>	<b>47.57</b>	<b>102.15</b>	<b>2.27</b>	<b>CBMT</b>					
<b>Grade 4</b>	<b>6</b>	<b>1</b>	<b>2218.5</b>	<b>49.3</b>			Level 1	1919.25	42.65			
<b>Grade 4</b>	<b>1</b>	<b>3</b>	<b>2394</b>	<b>53.2</b>			Level 2	2397.15	53.27			
<b>Grade 5</b>	<b>1;2;3;4;7</b>	<b>1;2;4;5</b>	<b>2386.8</b>	<b>53.04</b>	<b>113.85</b>	<b>2.53</b>	Level 3	2881.8	64.04			
<b>Grade 5</b>	<b>6</b>	<b>1</b>	<b>2460.15</b>	<b>54.67</b>			Level 4	3354.3	74.54			
<b>Grade 5</b>	<b>1</b>	<b>3</b>	<b>2670.3</b>	<b>59.34</b>								
<b>Grade 6</b>	<b>1;2;3;4;7</b>	<b>1;2;4;5</b>	<b>2866.5</b>	<b>63.7</b>	<b>136.35</b>	<b>3.03</b>						
<b>Grade 6</b>	<b>6</b>	<b>1</b>	<b>2929.5</b>	<b>65.1</b>								
<b>Grade 6</b>	<b>1</b>	<b>3</b>	<b>3204.45</b>	<b>71.21</b>								
<b>Grade 7</b>	<b>1;2;3;4;7</b>	<b>1;2;4;5</b>	<b>3570.75</b>	<b>79.35</b>	<b>170.1</b>	<b>3.78</b>						
<b>Grade 7</b>	<b>6</b>	<b>1</b>	<b>3613.05</b>	<b>80.29</b>								
<b>Grade 8</b>	<b>1;2;3;4;7</b>	<b>1;2;4;5</b>	<b>4081.95</b>	<b>90.71</b>	<b>194.4</b>	<b>4.32</b>						
<b>Grade 8</b>	<b>6</b>	<b>1</b>	<b>4127.85</b>	<b>91.73</b>								
<b>Grade 8</b>	<b>1</b>	<b>3</b>	<b>4565.7</b>	<b>101.46</b>								
<b>Watchman</b>	<b>1;2;3;4;5;7</b>	<b>1;2;4;5</b>	<b>1649.15</b>	*	<b>78.53</b>	*						
<b>Watchman</b>	<b>6</b>	<b>1</b>	<b>1708.17</b>	*								
<b>Watchman</b>	<b>1</b>	<b>3</b>	<b>1811.53</b>	*								
<b>Provisions for Operatives</b>			<b>Sector</b>	<b>Chapter</b>	<b>PW</b>	<b>PH</b>	<b>PW</b>	<b>PH</b>	<b>Bonuses</b>			
									<b>PW</b>			
<b>Operative Engine Assembler</b>												
1st 18 Months Experience	3	4	2386.8	53.04	113.85	2.53	Setting Bonus(Chapter2;5)					
thereafter	3	4	3570.75	79.35	170.1	3.78	Measuring Instrument(Chapter3)					
<b>Operative Grade A</b>							Vemier/micrometer		16.28			
1st 18 Months Experience	3	4	2386.8	53.04	113.85	2.53	Tape/rule/square/sets		10.85			
thereafter	3	4	2866.5	63.7	136.35	3.03	Measuring Bonus(Chapter5)		11.69			
<b>Operative Grade B</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						
<b>Notes:</b>												
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)												



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

The MIBCO Team

---o0o---