

Dated: 18 DECEMBER 2025

Circular No: 2025/00039

To: ALL PARTICIPANTS IN THE MOTOR INDUSTRY

Notice: SUPPLEMENTARY INFORMATION PERTAINING TO THE
PUBLICATION OF ENACTED MIBCO COLLECTIVE
AGREEMENTS AND WAGE SCHEDULES FOR THE PERIOD
22 DECEMBER 2025 TO 31 AUGUST 2026

This serves as supplementary information for Circular 2025/00036 and provides important information pertaining to the wage increases and Return contributions with respect to the publication of the newly enacted Main Collective Agreement, Gazette 53822 of 12 December 2025, Notice no. R.6927 (Page 107 of Gazette 53822) that comes into effect on 22 December 2025:

Due to the unusual mid-month publication of Gazette 53822, the Council has already generated and distributed the forecasts for December 2025 and many employers have already submitted and paid over their contributions for December.

It is for this, among other reasons, that the Council will continue to generate forecasts according to its MIBCO Returns Contribution Calendar.

To that end, **wage increases and all amended Return contributions will be effective from 29 December 2025**. This means that –

- the next forecasts will be generated on 28 December 2025 and will be based on the updated Return contributions;
- employers should effect wage increases according to Gazette 53822 from the forecast period starting 29 December 2025.
Note: The December forecast will be distributed to Industry from 29 December 2025; and
- the submission and payment of the December 2025 Returns will be due by 10 January 2026.

The MIBCO Team

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