

DATED: 14 AUGUST 2026

CIRCULAR NO: 2026/00043

TO: ALL PARTICIPANTS IN THE MOTOR INDUSTRY

NOTICE: PRESCRIBED MINIMUM, GUARANTEED WAGE INCREASES & RELATED INFORMATION FOR THE PERIOD 01 SEPTEMBER 2026 TO 31 AUGUST 2027

The new minimum wage rates, guaranteed wage increases and related information published herein are based on Gazette 53822, Notice no. R.6927 of 12 December 2025. These wage rates will become effective on Tuesday 01 September 2026 and shall remain in place for the period up to 31 August 2027.

TAKE NOTE OF THE FOLLOWING:

1. GENERAL:

- 1.1. The Main Agreement is on the MIBCO website and can be accessed by going to www.mibco.org.za → Collective Agreements → MAIN AGREEMENT Replication Gazette 53822, Notice no. R.6927 of 12 December 2025 or clicking [HERE](#) to go directly to the document.
- 1.2. The wage tables for the period 01 September 2026 to 31 August 2027 have been inserted herein, as a quick reference and should be accessed and considered as it appears in the MAIN AGREEMENT, namely, the Industry Replication Gazette 53822, Notice no. R.6927 of 12 December 2025, or the published Gazette 53822 which includes Notice no. R.6927 of 12 December 2025 on the MIBCO website.
- 1.3. The Sector 5 wage schedules for fuel retailers are subject to the approval of the petrol fuel margin adjustment by the Honourable Minister of the Department of Mineral and Petroleum Resources (DMPR) and the wage schedules herein should be considered as provisional at this stage. An updated wage circular will be published when the fuel margin adjustment is confirmed.
- 1.4. **Note:** A summary of all MIBCO information is available in the MIBCO Industry Guide 2026 to 2027, which can be viewed in digital eBook or downloaded and printed:
 - Click [HERE](#) to view the digital eBook
 - Click [HERE](#) to view the PDF version, view, download and/or print.



- 1.5. **Note:** The MIBCO Returns system does not automatically adjust the rates on the forecasts according to the minimum wages. Employers are reminded to update their Returns Online or submit their new wages to the MIBCO Returns Department to make adjustments.

2. **FUNDAMENTAL AGREEMENT AMENDMENTS:**

- 2.1. In terms of Government Gazette 54544, Notice No. R.7384 of 17 April 2026, the wage earnings threshold is R269 600.90 (Two hundred and sixty-nine thousand, and six hundred rand, ninety cents) per annum. Employees whose earnings are equivalent or less than the new threshold are required to belong to the Autoworkers Provident Fund (AWPF) or Motor Industry Provident Fund (MIPF), unless those employees have a provident fund exemption to belong to an alternative retirement fund.
- 2.2. All employees are required to register with the Council and pay MIBCO levies, regardless of their income or earnings. The MIBCO levy amount is currently **R3.84 per week (per employee and per employer for every employee)**.

3. **EXEMPTIONS:**

3.1. **Actual and/or Guaranteed Wage Exemption Applications:**

Applications must be submitted to MIBCO Regional Councils for consideration. Employers requiring national exemptions for 'groups of companies' should make their submissions to the Regional Council where the head office of those companies is located. Individual employers wishing to apply for an exemption to pay a lesser actual or guaranteed wage increase or to be exempted from paying such, must do so by completing the Wage Exemption Application Form which is obtainable from:

- their local MIBCO Regional Office,
- from the MIBCO website www.mibco.org.za, or
- by clicking [HERE](#).

Such applications must be submitted by no later than 21 days from date of this circular or no later than **07 September 2026** to the local MIBCO Regional Office either by hand delivery, registered mail or E-mail in the prescribed format with relevant supporting documentation as outlined in the Wage Exemption Application Form.

Refer to juristic area coverage of MIBCO Regional Offices is in the MIBCO Industry Guide 2026 to 2027, or by clicking [HERE](#) and contact your local MIBCO Regional Office for assistance.

Refer to **Annexure A** herein for contact details of MIBCO Regional Offices..

4. WAGES:

4.1. The Department of Petroleum and Energy Resources approved and will implement a fuel margin adjustment effective from 01 September 2026, which means that all Sector-5 employers will receive a margin increase to compensate for wages on every litre of petrol sold from the said date.

4.2. ALLOWANCE RATES THAT APPEAR THROUGHOUT THE MAIN AGREEMENT FOR THE PERIOD 01 SEPTEMBER 2026 TO 31 AUGUST 2027:

- MIBCO Health Insurance Allowance R90.00 pm / R20.77 pw
- Standby Allowance R98.81
- Call-out Allowance R105.86
- Tool Allowance per week: R35.42
- Tool Allowance:
 - ASP (Apprentice Spray Painter) - R0.88
 - Maximum allowance over 3-year period - R5 313.64
- Travelling Allowance:
 - All other employees:
 - Per night not at home R79.77
 - Per night S&T R148.84
 - Chapter 3 employees:
 - Per night not at home R80.52
 - Per night S&T R150.26
- Watchman search allowance
 - All other establishments R6.14
 - Chapter III establishments R6.20
- Setting Bonus (Chapter II and V) R6.14
- Vernier / micrometer (Chapter III) R17.09

• Tape / Ruler / square	R11.39
• Operative supervisor (Chapter V)	R12.27
• Additional Holiday Bonus (Excluding Chapter III): With a maximum annual payment of -	R6 997.21
• Additional Holiday Pay Rates per week:	
▪ All Other Establishments:	
Grade 7 (per week)	R122.49
Grade 8 (per week)	R140.01
▪ Chapter III Establishments:	
Grade 7 (per week)	R123.66
Grade 8 (per week)	R141.34
Apprentice first year (3 and 4 year contract)	R67.79
Apprentice year-2 (4 year contract)	R74.34
Apprentice year-2 (3 year contract)	R75.69
Apprentice year-3 (4 year contract)	R84.00
Apprentice year last year (3 and 4 year contract)	R103.25

4.3. WAGE TABLES FROM 01 SEPTEMBER 2026 UP TO 31 AUGUST 2027:

PRESCRIBED MINIMUM & GUARANTEED WAGE SCHEDULE : 01 Sep 2026 to 31 Aug 2027						
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	1794.27	7775.17	1831.25	7935.42	85.44	370.24
during 2nd year of experience	2047.31	8871.68	2086.22	9040.29	97.49	422.46
during 3rd year of experience	2357.83	10217.26	2404.46	10419.33	112.28	486.55
thereafter	2737.4	11862.07	2787.14	12077.61	130.35	564.85
b) Motor vehicle sales person-						
during 1st year of experience	2164.89	9381.19	2164.89	9381.19	103.09	446.72
thereafter	2791.2	12095.2	2791.57	12096.8	132.91	575.94
c) Bookkeeper	3519.47	15251.04	3549.97	15383.2	167.59	726.22
d) Accountant	5987.21	25944.58	6066.35	26287.52	285.11	1235.48
e) Parts salesperson -						
during 1st year of experience	2256.5	9778.17	2265.81	9818.51	107.45	465.62
thereafter	2771.9	12011.57	2771.9	12011.57	132	572
f) Traveller -						
during 1st year of experience	2265.81	9818.51	2265.81	9818.51	107.9	467.57
thereafter	2771.9	12011.57	2771.9	12011.57	132	572
g) Supply sales person -						
during 1st year of experience	2265.81	9818.51	2265.81	9818.51	107.9	467.57
during 2nd year of experience	2595.37	11246.6	2595.94	11249.07	123.59	535.56
during 3rd year of experience	2909.3	12606.97	2909.3	12606.97	138.54	600.34
thereafter	3122.21	13529.58	3122.21	13529.58	148.68	644.28
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 : 01 Sep 2026 to 31 Aug 2027									
DIVISION C & D, Wages/Apprentices/Learners/Operative Provisions & Bonusses									
Employee Class			Minimum Wages		Guaranteed Increases		Apprentices/Learners (All Chapters)		
Excluding Sector 6 & Chapter 3	Sector	Chapter	PW	PH	PW	PH		PW	PH
Grade 1							3 Year Trade		
Forecourt Attendant	5	1	2163.6	48.08	83.25	1.85	First Year	2073.15	46.07
Char	5	1	1620.9	36.02	42.3	0.94	Second Year	2570.85	57.13
Parking Garage Attendant	4;7	1	1428.3	31.74	67.95	1.51	Third Year	3160.35	70.23
Grade 1	1;2;3;4;7	1;2;4;5	1428.3	31.74	67.95	1.51	4 Year Trade		
Grade 1	6	1	1482.75	32.95			First Year	2073.15	46.07
Grade 1	1	3	1615.95	35.91			Second Year	2273.85	50.53
Grade 2							Third Year	2570.85	57.13
Cashier	5		2119.95	47.11	61.65	1.37	Fourth Year	3160.35	70.23
Grade 2	1;2;3;4;5;7	1;2;4;5	1900.8	42.24	90.45	2.01	NQF Learnership		
Grade 2	6	1	1987.2	44.16			Level 1	2073.15	46.07
Grade 2	1	3	2127.6	47.28			Level 2	2273.85	50.53
Grade 3	1;2;3;4;5;7	1;2;4;5	2057.85	45.73	98.1	2.18	Level 3	2570.85	57.13
Grade 3	6	1	2133.45	47.41			Level 4	3160.35	70.23
Grade 3	1	3	2301.75	51.15			CBMT		
Grade 4	2;3;4;7	1;4;5	2247.75	49.95	107.1	2.38	Level 1	1976.85	43.93
Grade 4	6	1	2329.65	51.77			Level 2	2469.15	54.87
Grade 4	1	3	2513.7	55.86			Level 3	2968.2	65.96
Grade 5	1;2;3;4;7	1;2;4;5	2506.05	55.69	119.25	2.65	Level 4	3455.1	76.78
Grade 5	6	1	2583	57.4					
Grade 5	1	3	2803.95	62.31					
Grade 6	1;2;3;4;7	1;2;4;5	3010.05	66.89	143.55	3.19			
Grade 6	6	1	3076.2	68.36					
Grade 6	1	3	3364.65	74.77					
Grade 7	1;2;3;4;7	1;2;4;5	3749.4	83.32	178.65	3.97			
Grade 7	6	1	3793.5	84.3					
Grade 8	1;2;3;4;7	1;2;4;5	4286.25	95.25	204.3	4.54			
Grade 8	6	1	4334.4	96.32					
Grade 8	1	3	4793.85	106.53					
Watchman	1;2;3;4;5;7	1;2;4;5	1731.61	*	82.46	*			
Watchman	6	1	1793.58	*					
Watchman	1	3	1902.11	*					
Provisions for Operatives	Sector	Chapter	PW	PH	PW	PH	Bonuses		PW
Operative Engine Assembler							Setting Bonus(Chapter2;5)		6.14
1st 18 Months Experience	3	4	2506.05	55.69	119.25	2.65	Measuring Instrument(Chapter3)		
thereafter	3	4	3749.4	83.32	178.65	3.97	Vernier/micrometer		
Operative Grade A							Tape/rule/square/sets		
1st 18 Months Experience	3	4	2506.05	55.69	119.25	2.65	Measuring Bonus(Chapter5)		
thereafter	3	4	3010.05	66.89	143.55	3.19			
Operative Grade B									
1st 6 Months Experience	3	4	2057.85	45.73	98.1	2.18			
thereafter	3	4	2247.75	49.95	107.1	2.38			
Notes:									
The medical insurance allowance for Forecourt Attendants, Cashiers and Chars is R0.46 per hour (R20.77 per week)									
Sector 1 - Chapter 3 : 5.00% wage and salary increase on actual rates of pay across the board (Excluding Apprentices)									

ANNEXURE A: (LIST AND DETAILS OF MIBCO REGIONAL OFFICES):

EASTERN CAPE REGION P.O. BOX 7270 PORT ELIZABETH 6055 TEL: (041) 393-3600 Enquiries: Mr L. Palmer Mibco.EC@mibco.org.za	KWA-ZULU NATAL REGION P.O. BOX 10230 ASHWOOD 3605 TEL: (031) 274 0644 Enquiries: Mr N. Soobramoney Mibco.KZN@mibco.org.za
FREE STATE / NORTHERN CAPE REGION P.O.BOX 910 BLOEMFONTEIN 9300 TEL: (051) 409-4000 Enquiries: Ms B. Stalenberg Mibco.FSNC@mibco.org.za	HIGHVELD REGION P.O.BOX 2578 RANDBURG 2125 TEL: (011) 369-7750 Enquiries: Ms N. Monama highveldregion@mibco.org.za
NORTHERN REGION P.O.BOX 13970 HATFIELD 0028 TEL: (012) 362-4801 Enquiries: Mr M. Davids Mibco.NR@mibco.org.za	WESTERN PROVINCE REGION P.O.BOX 17 BELLVILLE 7535 TEL: (021) 941-7300 Enquiries: Mr B. Jacobs Mibco.WP@mibco.org.za

The MIBCO Team

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