

DATED: 01 SEPTEMBER 2026

CIRCULAR NO: 2026/00045

TO: SECTOR 5 ESTABLISHMENTS

NOTICE: PRESCRIBED MINIMUM, GUARANTEED WAGE INCREASES & RELATED INFORMATION FOR THE PERIOD 02 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.

The petrol fuel margin adjustment by the Honourable Minister of the Department of Mineral and Petroleum Resources (DMPR) has been granted and the wage schedules herein are confirmed, refer to the article on the DMPR website i.e. [News](#). The Sector 5 wages and related information is effective tomorrow 02 September 2026 and are as follows:

PRESCRIBED MINIMUM & GUARANTEED WAGE SCHEDULE						
02 Sep 2026 to 31 Aug 2027						
DIVISION C, Sector 5 Wages & Allowances						
Employee Class	Sector	Chapter	Minimum Wages		Guaranteed Increases	
			PW	PH	PW	PH
Grade 1						
Forecourt Attendant	5	1	2163.6	48.08	83.25	1.85
Char	5	1	1620.9	36.02	42.3	0.94
Parking Garage Attendant	5	1	1428.3	31.74	67.95	1.51
Grade 2						
Cashier	5	1	2119.95	47.11	61.65	1.37
Notes:						
The medical insurance allowance for Forecourt Attendants, Cashiers and Chars is R20.77 per week, or R90 per month, regardless of hours worked						

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 Sector 5 wage tables for the period 02 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. **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.
- 1.4. **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. EXEMPTIONS:

2.1 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 **22 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.



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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