



MIBCO SHARED SERVICES CENTRE

REGISTERED UNDER THE LABOUR RELATIONS ACT 66 OF 1995
Reg. No. LR2/6/6/1

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Circular No: 14/2014

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TO ALL PARTICIPANTS IN THE MOTOR INDUSTRY 2014/2015 PRESCRIBED MINIMUM & GUARANTEED WAGES

The Main Collective Agreement for the Motor Industry (Govt. Gazette No. 37508) Govt. Notice No. R10166 dated 04 April 2014, will come into **effect on Monday 01 September 2014** and shall remain in effect for the period ending 31 August 2015. Hereunder is a brief summary of the new **minimum wage rates and guaranteed wage increases for the period ending 31 August 2015**.

INDUSTRY SECTOR CLASSIFICATION - CLAUSE 2: DEFINITIONS

"Sector 1" means "manufacturing" establishments i.e. vehicle body builders; trailers and caravan manufacturing and warranty repairs; vehicle components and accessories, fibreglass component manufacturing; repairs and sales.

"Sector 2" means "re-manufacturing" (production) establishments i.e. component re-manufacturing; brake, clutch and radiator re-manufacturing; drive-train re-manufacturing and steering re-manufacturing.

"Sector 3" means "re-conditioning" establishments i.e. automotive engineering; fuel injection/diesel pumps; gearbox/transmission; turbochargers and spring-smiths.

"Sector 4" means "service and repair" establishments i.e. motorcycle sales and repairs; battery sales and repairs; tyre sales, repairs and wheel alignment; tyre re-treading; exhaust, tow-bar and shock-absorber fitting; radio, alarm and immobilizer fitting; sunroof fitting; air-conditioning fitting; body repairs; upholstery and motor trimming; auto electrical repairs; auto valet and steam cleaning; prop-shafts and CV joints repairs; motor plastic component repairs; glass fitting; carburettor sales and repairs; drive train fitting and repairs; steering fitters and repairs; motor vehicles bus, truck and tractor repairs.

"Sector 5" means "fuel dealers, service stations and related" establishments.

"Sector 6" means "dealers sales and distribution establishments" i.e. used motor vehicle, bus truck and tractor sales and repairs; franchised motor vehicle, bus, truck, tractor, and parts sales and repairs; caravan sales and repairs and agricultural equipment sales and repairs.

"Sector 7" means "automotive parts, accessories, equipment and tool" establishments i.e. motor parts, accessories, equipment and tools; auto-breakers and used parts dealers.

ACTUAL / GUARANTEED WAGE EXEMPTION APPLICATIONS

Individual employers seeking exemption to pay a lesser actual wage increase and / or a guaranteed increase or to be exempted from paying such, must do so on a Wage Exemption Application form obtainable from their local MIBCO Regional Office or website; www.mibco.org.za . Such application must be lodged no later than 21 days from 01 September 2014 to the local MIBCO Regional Office either by hand delivery, registered mail, facsimile or E-mail in the prescribed format with the following supportive documentation attached:

- o Formal financial information
- o Written motivation
- o Detail and proof of the consultative process between the employer, employee and relevant MIBCO Trade Unions.

For further assistance please contact your local MIBCO Regional Office as listed on our website www.mibco.org.za

**DIVISION B & D - CLAUSE 3 (WAGES) - ALL CHAPTERS & SECTORS
WAGE SCHEDULE : MINIMUM WAGES - 1 SEPTEMBER 2014**

Class of employee	SECTORS 1,2,3,4,5 & 7												SECTORS 6 ONLY				SECTORS 1(ch 2),3,4,5,& 7										
	Minimum Wages												Minimum Wages				GUARANTEED INCREASES										
	Area A			Other Areas			Area A			Other Areas			P W		P M		P W		P M								
	P W	P M	R	P W	P M	R	P W	P M	R	P W	P M	R	P W	P M	R	P W	P M	R	P W	P M	R						
(a) Office, stores sales and Clerical employee- during 1st year of experience during 2nd year of experience during 3rd year of experience thereafter	941.24	4078.71	941.24	4078.71	941.24	4078.71	4162.77	960.64	956.96	4146.83	956.96	4146.83	960.64	956.96	4162.77	960.64	956.96	4146.83	956.96	4146.83	956.96	4146.83	302.12	344.72	397.02	460.94	
(b) Motor vehicle sales person- During 1st year of experience thereafter.	1135.66	4921.19	1132.20	4906.20	1132.20	4906.20	4921.19	1135.66	1132.20	4906.20	1132.20	4906.20	1135.66	1132.20	4921.19	1135.66	1132.20	4906.20	1132.20	4906.20	1132.20	4906.20	84.12	108.46	364.52	469.99	
(c) Bookkeeper	1846.25	8000.42	1833.25	7944.08	1833.25	7944.08	8069.71	1862.24	1842.01	7982.04	1842.01	7982.04	1862.24	1842.01	8069.71	1862.24	1842.01	7982.04	1842.01	7982.04	1842.01	7982.04	136.76	592.63			
(d) Accountant	3140.78	13610.05	3100.53	13435.63	3100.53	13435.63	13790.01	3182.31	3122.36	13530.23	3122.36	13530.23	3182.31	3122.36	13790.01	3182.31	3122.36	13530.23	3122.36	13530.23	3122.36	13530.23	232.65	1008.15			
(e) Parts salesperson - During 1st year of experience thereafter	1183.72	5129.45	1183.72	5129.45	1183.72	5129.45	5150.60	1188.60	1188.37	5149.60	1188.37	5149.60	1188.60	1188.37	5129.45	1188.60	1188.37	5149.60	1188.37	5149.60	1188.37	5149.60	87.68	379.95	466.74		
(f) Traveller - during 1st year of experience thereafter	1188.60	5150.60	1188.60	5150.60	1188.60	5150.60	1188.60	1188.60	5150.60	5150.60	1188.60	5150.60	1188.60	5150.60	5150.60	1188.60	5150.60	5150.60	5150.60	5150.60	5150.60	5150.60	88.04	381.51	466.74		
(g) Supply sales person - during 1st year of experience during 2nd year of experience during 3rd year of experience thereafter	1454.09	6301.06	1454.09	6301.06	1454.09	6301.06	6301.06	1454.09	1454.09	6301.06	1454.09	6301.06	1454.09	1454.09	6301.06	1454.09	1454.09	6301.06	1454.09	6301.06	1454.09	6301.06	107.71	437.02	489.88	525.72	
(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.

DIVISION C, CHAPTER 1 - CLAUSE 3 - WAGES
WAGE SCHEDULE : MINIMUM WAGES - 1 SEPTEMBER 2014

Class of employee	CHAPTER 1						CHAPTER 1						
	SECTOR 4,5 & 7 ONLY						SECTOR 6 ONLY						
	Area A		Other Areas		Area A		Other Areas		Area A		Other Areas		
	PW	PH	PW	PH	PW	PH	PW	PH	PW	PH	PW	PH	
Grade 1	R	20.87	R	20.87	R	20.87	R	20.87	R	R	R	R	1.72
Forecourt Attendant	939.15	20.87	939.15	20.87	939.15	20.87	939.15	20.87	939.15	20.87	939.15	20.87	0.94
Parking Garage Attendant	568.80	12.64	562.05	12.49	562.05	12.49	562.05	12.49	562.05	12.49	562.05	12.49	1.89
Cashier	1 030.50	22.90	986.40	21.92	986.40	21.92	986.40	21.92	986.40	21.92	986.40	21.92	1.41
Char (Sector 5)*	767.70	17.06	764.55	16.99	764.55	16.99	764.55	16.99	764.55	16.99	764.55	16.99	1.22
Char	742.50	16.50	739.35	16.43	739.35	16.43	739.35	16.43	739.35	16.43	739.35	16.43	1.64
Grade 2	997.20	22.16	959.40	21.32	959.40	21.32	959.40	21.32	959.40	21.32	959.40	21.32	1.78
Grade 3	1 079.10	23.98	1 079.10	23.98	1 079.10	23.98	1 079.10	23.98	1 079.10	23.98	1 079.10	23.98	1.94
Grade 4	1 178.55	26.19	1 178.55	26.19	1 178.55	26.19	1 178.55	26.19	1 178.55	26.19	1 178.55	26.19	2.16
Grade 5	1 314.00	29.20	1 314.00	29.20	1 314.00	29.20	1 314.00	29.20	1 314.00	29.20	1 314.00	29.20	2.60
Grade 6	1 579.05	35.09	1 579.05	35.09	1 579.05	35.09	1 579.05	35.09	1 579.05	35.09	1 579.05	35.09	
Class of Employees	All Areas												
	PW	PH	PW	PH	PW	PH	PW	PH	PW	PH	PW	PH	
Grade 7	1 966.50	43.70	1 966.50	43.70	1 966.50	43.70	1 966.50	43.70	1 966.50	43.70	1 966.50	43.70	3.24
Grade 8	2 248.20	49.96	2 248.20	49.96	2 248.20	49.96	2 248.20	49.96	2 248.20	49.96	2 248.20	49.96	3.70
Watchman	908.37	no hourly rate	908.37	no hourly rate	908.37	no hourly rate	908.37	no hourly rate	908.37	no hourly rate	908.37	no hourly rate	no hourly rate
APPRENTICES	ALL AREAS												
	ALL CHAPTERS												
	LEARNERS												
	ALL AREAS												
	ALL CHAPTERS												
	NQF LEARNERSHIPS												
	PW	PH	PW	PH	PW	PH	PW	PH	PW	PH	PW	PH	
3 YEAR TRADE													
First year	1130.40	25.12	1130.40	25.12	1130.40	25.12	1130.40	25.12	1130.40	25.12	1130.40	25.12	23.95
Second year	1401.75	31.15	1401.75	31.15	1401.75	31.15	1401.75	31.15	1401.75	31.15	1401.75	31.15	29.91
Third year	1723.05	38.29	1723.05	38.29	1723.05	38.29	1723.05	38.29	1723.05	38.29	1723.05	38.29	35.95
4 YEAR TRADE													
First year	1130.40	25.12	1130.40	25.12	1130.40	25.12	1130.40	25.12	1130.40	25.12	1130.40	25.12	41.85
Second year	1240.20	27.56	1240.20	27.56	1240.20	27.56	1240.20	27.56	1240.20	27.56	1240.20	27.56	
Third year	1401.75	31.15	1401.75	31.15	1401.75	31.15	1401.75	31.15	1401.75	31.15	1401.75	31.15	
Fourth year	1723.05	38.29	1723.05	38.29	1723.05	38.29	1723.05	38.29	1723.05	38.29	1723.05	38.29	
	*Minimum wage increases as prescribed for Chars in Sector 5 only.												
	Sector 5 Wage Increases will be subject to the fuel profit margin adjustment to be declared by the Department of Energy and Minerals, which when pronounced, will be advised accordingly to industry.												

**DIVISION C, CHAPTER II - V : CLAUSE 3 - WAGES
WAGE SCHEDULE : MINIMUM WAGES - 1 SEPTEMBER 2014**

Class of Employee	CHAPTER 2*				CHAPTER 3*				CHAPTER 4				CHAPTER 5*			
	SECTOR 1				SECTOR 1				SECTOR 3				SECTOR 2			
	All Areas				All Areas				Area A				Other Areas			
	PW	PH	R	PH	PW	PH	R	PH	PW	PH	R	PH	PW	PH	R	PH
Grade 1	742.50	16.50	17.15	742.50	16.50	16.43	16.50	739.35	R	16.50	16.43	16.50	742.50	R	16.50	16.50
Grade 2	997.20	22.16	22.58	997.20	22.16	21.32	22.16	959.40	R	22.16	21.32	22.16	997.20	R	22.16	22.16
Grade 3	1 079.10	23.98	24.43	1 079.10	23.98	23.98	23.98	1 079.10	R	23.98	23.98	23.98	1 079.10	R	23.98	23.98
Grade 4	-	-	26.68	1 200.60	26.68	26.19	26.19	1 178.55	R	26.19	26.19	26.19	1 178.55	R	26.19	26.19
Grade 5	1 314.00	29.20	29.76	1 339.20	29.20	29.20	29.20	1 314.00	R	29.20	29.20	29.20	1 314.00	R	29.20	29.20
Grade 6	1 579.05	35.09	35.70	1 606.50	35.09	35.09	35.09	1 579.05	R	35.09	35.09	35.09	1 579.05	R	35.09	35.09
Class of Employee	All Areas				All Areas				All Areas				All Areas			
Grade 7	1 966.50	43.70	-	1 966.50	43.70	43.70	43.70	1 966.50	R	43.70	43.70	43.70	1 966.50	R	43.70	43.70
Grade 8	2 248.20	49.96	50.88	2 289.60	49.96	49.96	49.96	2 248.20	R	49.96	49.96	49.96	2 248.20	R	49.96	49.96
Watchman	908.37	no hourly rate	no hourly rate	908.37	no hourly rate	908.37	908.37	908.37	R	no hourly rate	no hourly rate	no hourly rate	908.37	R	no hourly rate	no hourly rate
CHAPTER 3	MEASURING INSTRUMENT BONUS				Provisions for Chapter 4 Operatives				GUARANTEED INCREASE				CBMT			
	PW				MINIMUM				PW				PW			
vernier/micrometer	13.80				1. Op. Engine Assembler				97.20				Level 1			
tape/rule/square/sets	9.20				1st 18 Months Experience				1 314.00				Level 2			
					Thereafter				1 966.50				Level 3			
					2. Operative Grade A								Level 4			
					1st 12 Months Experience				1 314.00				1077.75			
					Thereafter				1 579.05				1345.95			
					3. Operative Grade B				1 079.10				1617.75			
					1st 6 Months Experience				1 178.55				1883.25			
					Thereafter				87.30				23.95			