

## Annexure "A"

| DIVISION B & D - CLAUSE 2 (WAGES) - ALL CHAPTERS & SECTORS                                                                                                       |                                                   |                                                   |                                                   |                                                   |                                                   |                                                   |                                                   |                                                   |                                        |                                           |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------|---------------------------------------------------|---------------------------------------------------|---------------------------------------------------|---------------------------------------------------|---------------------------------------------------|---------------------------------------------------|---------------------------------------------------|----------------------------------------|-------------------------------------------|
| WAGE SCHEDULE : MINIMUM WAGES - 1 SEPTEMBER 2021 - 31 AUGUST 2022                                                                                                |                                                   |                                                   |                                                   |                                                   |                                                   |                                                   |                                                   |                                                   |                                        |                                           |
| Class of employee                                                                                                                                                | SECTORS 1,2,3,4,5 & 7                             |                                                   |                                                   |                                                   | SECTOR 6 ONLY                                     |                                                   |                                                   |                                                   | SECTORS 1(ch 2),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                                               | P W                                               | P M                                               | P W                                    | P M                                       |
| (a) Office, stores sales and Clerical employee-<br>during 1st year of experience<br>during 2nd year of experience<br>during 3rd year of experience<br>thereafter | R<br>1 386.06<br>1 581.52<br>1 821.40<br>2 114.62 | R<br>6 006.26<br>6 853.25<br>7 892.73<br>9 163.35 | R<br>1 386.06<br>1 581.52<br>1 821.40<br>2 114.62 | R<br>6 006.26<br>6 853.25<br>7 892.73<br>9 163.35 | R<br>1 414.62<br>1 611.59<br>1 857.42<br>2 153.04 | R<br>6 130.02<br>6 983.56<br>8 048.82<br>9 329.84 | R<br>1 414.62<br>1 611.59<br>1 857.42<br>2 153.04 | R<br>6 130.02<br>6 983.56<br>8 048.82<br>9 329.84 | R<br>72.26<br>82.45<br>94.95<br>110.24 | R<br>313.13<br>357.28<br>411.45<br>477.71 |
| (b) Motor vehicle sales person-<br>During 1st year of experience<br>thereafter.                                                                                  | 1 672.36<br>2 156.17                              | 7 246.89<br>9 343.40                              | 1 672.36<br>2 156.17                              | 7 246.89<br>9 343.40                              | 1 672.36<br>2 156.47                              | 7 246.89<br>9 344.70                              | 1 672.36<br>2 156.47                              | 7 246.89<br>9 344.70                              | 87.18<br>112.41                        | 377.78<br>487.11                          |
| (c) Bookkeeper                                                                                                                                                   | 2 718.77                                          | 11 781.34                                         | 2 718.77                                          | 11 781.34                                         | 2 742.31                                          | 11 883.34                                         | 2 742.31                                          | 11 883.34                                         | 141.74                                 | 614.21                                    |
| (d) Accountant                                                                                                                                                   | 4 625.06                                          | 20 041.93                                         | 4 625.06                                          | 20 041.93                                         | 4 686.20                                          | 20 306.87                                         | 4 686.20                                          | 20 306.87                                         | 241.12                                 | 1 044.85                                  |
| (e) Parts salesperson -<br>During 1st year of experience<br>thereafter                                                                                           | 1 743.13<br>2 141.27                              | 7 553.56<br>9 278.84                              | 1 743.13<br>2 141.27                              | 7 553.56<br>9 278.84                              | 1 750.32<br>2 141.27                              | 7 584.72<br>9 278.84                              | 1 750.32<br>2 141.27                              | 7 584.72<br>9 278.84                              | 90.87<br>111.63                        | 393.77<br>483.73                          |
| Class of Employee                                                                                                                                                | All Areas                                         |                                                   |                                                   |                                                   | All Areas                                         |                                                   |                                                   |                                                   | All Areas                              |                                           |
|                                                                                                                                                                  | P W                                               |                                                   | P M                                               |                                                   | P W                                               |                                                   | P M                                               |                                                   | P W                                    | P M                                       |
| (f) Traveller -<br>during 1st year of experience<br>thereafter                                                                                                   | 1 750.32<br>2 141.27                              |                                                   | 7 584.72<br>9 278.84                              |                                                   | 1 750.32<br>2 141.27                              |                                                   | 7 584.72<br>9 278.84                              |                                                   | 91.25<br>111.63                        | 395.42<br>483.73                          |
| (g) Supply sales person -<br>during 1st year of experience<br>during 2nd year of experience<br>during 3rd year of experience<br>thereafter                       | 1 750.32<br>2 004.90<br>2 247.41<br>2 411.88      |                                                   | 7 584.72<br>8 687.90<br>9 738.78<br>10 451.48     |                                                   | 1 750.32<br>2 005.34<br>2 247.41<br>2 411.88      |                                                   | 7 584.72<br>8 689.81<br>9 738.78<br>10 451.48     |                                                   | 91.25<br>104.52<br>117.16<br>125.74    | 395.42<br>452.92<br>507.69<br>544.87      |
| (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 2 - WAGES**  
**WAGE SCHEDULE : MINIMUM WAGES - 1 SEPTEMBER 2021 - 31 AUGUST 2022**

| Class of employee        | CHAPTER 1           |       |                |       | CHAPTER 1     |                                                                      |                |                                                | CHAPTER 1              |                |
|--------------------------|---------------------|-------|----------------|-------|---------------|----------------------------------------------------------------------|----------------|------------------------------------------------|------------------------|----------------|
|                          | SECTOR 4,5 & 7 ONLY |       |                |       | SECTOR 6 ONLY |                                                                      |                |                                                | Guaranteed Increases ➔ |                |
|                          | Area A              |       | Other Areas    |       | Area A        |                                                                      | Other Areas    |                                                | All Areas              |                |
|                          | P W                 | P H   | P W            | P H   | P W           | P H                                                                  | P W            | P H                                            | P W                    | P H            |
| Grade 1                  |                     |       |                |       |               |                                                                      |                |                                                |                        |                |
| Forecourt Attendant      | 1 624.50            | 36.10 | 1 624.50       | 36.10 |               |                                                                      |                |                                                | 106.20                 | 2.36           |
| Parking Garage Attendant | 1 039.50            | 23.10 | 1 039.50       | 23.10 |               |                                                                      |                |                                                | 54.00                  | 1.20           |
| Cashier                  | 1 709.55            | 37.99 | 1 709.55       | 37.99 |               |                                                                      |                |                                                | 112.05                 | 2.49           |
| Char (Sector 5)*         | 1 286.10            | 28.58 | 1 286.10       | 28.58 |               |                                                                      |                |                                                | 84.15                  | 1.87           |
| Char                     | 1 093.50            | 24.30 | 1 093.50       | 24.30 | 1 145.70      | 25.46                                                                | 1 145.70       | 25.46                                          | 57.15                  | 1.27           |
| Grade 2                  | 1 468.35            | 32.63 | 1 468.35       | 32.63 | 1 534.95      | 34.11                                                                | 1 534.95       | 34.11                                          | 76.50                  | 1.70           |
| Grade 3                  | 1 589.40            | 35.32 | 1 589.40       | 35.32 | 1 647.90      | 36.62                                                                | 1 647.90       | 36.62                                          | 82.80                  | 1.84           |
| Grade 4                  | 1 736.10            | 38.58 | 1 736.10       | 38.58 | 1 799.10      | 39.98                                                                | 1 799.10       | 39.98                                          | 90.45                  | 2.01           |
| Grade 5                  | 1 935.45            | 43.01 | 1 935.45       | 43.01 | 1 995.75      | 44.35                                                                | 1 995.75       | 44.35                                          | 100.80                 | 2.24           |
| Grade 6                  | 2 325.15            | 51.67 | 2 325.15       | 51.67 | 2 376.45      | 52.81                                                                | 2 376.45       | 52.81                                          | 121.05                 | 2.69           |
| Class of Employees       | All Areas           |       |                |       | All Areas     |                                                                      |                |                                                | All Areas              |                |
|                          | P W                 |       | P H            |       | P W           |                                                                      | P H            |                                                | PW                     | PH             |
| Grade 7                  | 2 896.20            |       | 64.36          |       | 2 930.85      |                                                                      | 65.13          |                                                | 151.20                 | 3.36           |
| Grade 8                  | 3 311.10            |       | 73.58          |       | 3 348.00      |                                                                      | 74.40          |                                                | 172.80                 | 3.84           |
| Watchman                 | 1 337.65            |       | no hourly rate |       | 1 385.52      |                                                                      | no hourly rate |                                                | 69.74                  | no hourly rate |
| APPRENTICES              | ALL AREAS           |       |                |       | LEARNERS      | ALL AREAS                                                            |                | ➔ Not Applicable to<br>Sector 6 Establishments |                        |                |
|                          | ALL CHAPTERS        |       |                |       |               | ALL CHAPTERS                                                         |                |                                                |                        |                |
|                          |                     |       |                |       |               | NQF LEARNERSHIPS                                                     |                | CBMT                                           |                        |                |
| 3 YEAR TRADE             | P W                 |       | P H            |       |               | PW                                                                   | PH             | PW                                             | PH                     |                |
| First year               | 1 664.55            |       | 36.99          |       | Level 1       | 1 664.55                                                             | 36.99          | 1 587.15                                       | 35.27                  |                |
| Second year              | 2 064.15            |       | 45.87          |       | Level 2       | 1 825.20                                                             | 40.56          | 1 982.25                                       | 44.05                  |                |
| Third year               | 2 537.10            |       | 56.38          |       | Level 3       | 2 064.15                                                             | 45.87          | 2 382.75                                       | 52.95                  |                |
|                          |                     |       |                |       | Level 4       | 2 537.10                                                             | 56.38          | 2 773.35                                       | 61.63                  |                |
| 4 YEAR TRADE             |                     |       |                |       |               | *Guaranteed increases as prescribed for Chars in Sector 5 only.      |                |                                                |                        |                |
| First year               | 1 664.55            |       | 36.99          |       |               | Sector 5 wages increases are subject to the profit margin adjustment |                |                                                |                        |                |
| Second year              | 1 825.20            |       | 40.56          |       |               | to be determined by Department of Minerals and Energy.               |                |                                                |                        |                |
| Third year               | 2 064.15            |       | 45.87          |       |               |                                                                      |                |                                                |                        |                |
| Fourth year              | 2 537.10            |       | 56.38          |       |               |                                                                      |                |                                                |                        |                |

# DIVISION C, CHAPTER II - V : CLAUSE 2 - WAGES

## WAGE SCHEDULE : MINIMUM WAGES - 1 SEPTEMBER 2021 - 31 AUGUST 2022

| Class of Employee                                              | CHAPTER 2 |                          | CHAPTER 3* |                | CHAPTER 4                           |       |                |       | CHAPTER 5           |                | APPRENTICES/LEARNERS                                                                                  |          |       |
|----------------------------------------------------------------|-----------|--------------------------|------------|----------------|-------------------------------------|-------|----------------|-------|---------------------|----------------|-------------------------------------------------------------------------------------------------------|----------|-------|
|                                                                | SECTOR 1  |                          | SECTOR 1   |                | SECTOR 3                            |       |                |       | SECTOR 2            |                | ALL CHAPTERS                                                                                          |          |       |
|                                                                | All Areas |                          | All Areas  |                | Area A                              |       | Other Areas    |       | All Areas           |                | All Areas                                                                                             |          |       |
|                                                                | PW        | PH                       | PW         | PH             | PW                                  | PH    | PW             | PH    | PW                  | PH             |                                                                                                       | PW       | PH    |
| Grade 1<br>Grade 2<br>Grade 3<br>Grade 4<br>Grade 5<br>Grade 6 | R         | R                        | R          | R              | R                                   | R     | R              | R     | R                   | R              | 3 Year Trade                                                                                          |          |       |
|                                                                | 1 093.50  | 24.30                    | 1 201.95   | 26.71          | 1 093.50                            | 24.30 | 1 093.50       | 24.30 | 1 093.50            | 24.30          | First Year                                                                                            | 1 664.55 | 36.99 |
|                                                                | 1 468.35  | 32.63                    | 1 582.65   | 35.17          | 1 468.35                            | 32.63 | 1 468.35       | 32.63 | 1 468.35            | 32.63          | Second Year                                                                                           | 2 064.15 | 45.87 |
|                                                                | 1 589.40  | 35.32                    | 1 712.25   | 38.05          | 1 589.40                            | 35.32 | 1 589.40       | 35.32 | 1 589.40            | 35.32          | Third year                                                                                            | 2 537.10 | 56.38 |
|                                                                |           |                          | 1 869.75   | 41.55          | 1 736.10                            | 38.58 | 1 736.10       | 38.58 | 1 736.10            | 38.58          | 4 Year Trade                                                                                          |          |       |
|                                                                | 1 935.45  | 43.01                    | 2 085.30   | 46.34          | 1 935.45                            | 43.01 | 1 935.45       | 43.01 | 1 935.45            | 43.01          | First Year                                                                                            | 1 664.55 | 36.99 |
| Class of Employee                                              |           |                          | 2 502.90   | 55.62          | 2 325.15                            | 51.67 | 2 325.15       | 51.67 | 2 325.15            | 51.67          | Second Year                                                                                           | 1 825.20 | 40.56 |
|                                                                | All Areas |                          | All Areas  |                | All Areas                           |       |                |       | All Areas           |                | Third Year                                                                                            | 2 064.15 | 45.87 |
|                                                                | PW        | PH                       | PW         | PH             | PW                                  |       | PH             |       | PW                  | PH             | Fourth Year                                                                                           | 2 537.10 | 56.38 |
|                                                                |           |                          |            |                |                                     |       |                |       |                     |                |                                                                                                       |          |       |
| Grade 7                                                        | 2 896.20  | 64.36                    |            |                | 2 896.20                            |       | 64.36          |       | 2 896.20            | 64.36          | NQF Learnership                                                                                       |          |       |
| Grade 8                                                        | 3 311.10  | 73.58                    | 3 566.25   | 79.25          | 3 311.10                            |       | 73.58          |       | 3 311.10            | 73.58          | Level 1                                                                                               | 1 664.55 | 36.99 |
| Watchman                                                       |           |                          |            |                |                                     |       |                |       |                     |                | Level 2                                                                                               | 1 825.20 | 40.56 |
|                                                                | 1 337.65  | no hourly rate           | 1 414.87   | no hourly rate | 1 337.65                            |       | no hourly rate |       | 1 337.65            | no hourly rate | Level 3                                                                                               | 2 064.15 | 45.87 |
|                                                                |           |                          |            |                |                                     |       |                |       |                     |                | Level 4                                                                                               | 2 537.10 | 56.38 |
| CHAPTER 2 SETTING BONUS                                        |           |                          |            |                | Provisions for Chapter 4 Operatives |       |                |       | GUARANTEED INCREASE |                | CBMT                                                                                                  |          |       |
|                                                                | PW        | MINIMUM                  |            |                | PW                                  | PH    | PW             | PH    | Level 1             | 1 587.15       | 35.27                                                                                                 |          |       |
| Setting bonus                                                  | 5.57      | 1. Op. Engine Assembler  |            |                |                                     |       |                |       | Level 2             | 1 982.25       | 44.05                                                                                                 |          |       |
| MEASURING INSTRUMENT BONUS                                     |           | 1st 18 Months Experience |            |                | 1 935.45                            | 43.01 | 100.80         | 2.24  | Level 3             | 2 382.75       | 52.95                                                                                                 |          |       |
| CHAPTER 3                                                      |           | Thereafter               |            |                | 2 896.20                            | 64.36 | 151.20         | 3.36  | Level 4             | 2 773.35       | 61.63                                                                                                 |          |       |
|                                                                |           |                          |            |                |                                     |       |                |       |                     |                |                                                                                                       |          |       |
| Vernier/micrometer                                             | 15.36     |                          |            |                | 2. Operative Grade A                |       |                |       |                     |                | * 7% Increase on actual earnings<br>with effect from 1 September 2021<br>for Chapter 3 Establishments |          |       |
| Tape/rule/square/sets                                          | 10.24     |                          |            |                | 1st 12 Months Experience            |       | 1 935.45       | 43.01 | 100.80              | 2.24           |                                                                                                       |          |       |
|                                                                |           |                          |            |                | Thereafter                          |       | 2 325.15       | 51.67 | 121.05              | 2.69           |                                                                                                       |          |       |
|                                                                |           |                          |            |                | 3. Operative Grade B                |       |                |       |                     |                |                                                                                                       |          |       |
|                                                                |           |                          |            |                | 1st 6 Months Experience             |       | 1 589.40       | 35.32 | 82.80               | 1.84           |                                                                                                       |          |       |
|                                                                |           |                          |            |                | Thereafter                          |       | 1 736.10       | 38.58 | 90.45               | 2.01           |                                                                                                       |          |       |