



DATE: 14 SEPTEMBER 2021

TO: ALL PARTICIPANTS IN THE MOTOR INDUSTRY

NOTICE: ADDITIONAL PERIOD FOR ACTUAL / GUARANTEED WAGE EXEMPTION APPLICATIONS

The Committee of Party Officials (CPO) convened and concluded that the communication for the application of exemptions may not have reached all the members as it should have been and that it is therefore necessary to afford Industry an additional period to apply for actual or guaranteed wage exemptions in the wage cycle 01 September 2021 to 31 August 2022:

Individual employers wishing to apply for an exemption to pay a lesser actual or a guaranteed wage increase or to be exempted from paying such for the 12 month wage cycle (i.e. 01 September 2021 to 31 August 2022), must do so by completing a **Wage Exemption Application Form** which is obtainable from their local MIBCO Regional Office, or on 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 to the local MIBCO Regional Office either by hand delivery, registered mail, facsimile or email in the prescribed format with relevant supporting documentation as outlined in the Wage Exemption Application Form.

Submission are due by **00h00 on Tuesday, 05 October 2021.**

Employers are encourage to make submissions as early as possible to allow Regional Secretaries to assist with the incomplete applications and help remedy such. It will be risky to submit on the due date as it will not allow MIBCO regional teams to assist employers with incomplete applications. Refer to **Annexure A** information on Regional Offices.

NOTE:

- Incomplete applications will not be escalated to the wage exemption board; it will declined and appeals cannot be lodged in that respect.
- Employers are advised to refer to the criteria and guidelines in **Annexure B** herein.

Good to Great Together

The legislated actual and guaranteed wage rates that are relevant to the respective Industry Sectors and Chapters can be found in the Main Agreement, which can be accessed by going to www.mibco.org → *Collective Agreements* → *Main Agreement* → *Main Agreement -18 March 2021*,

or

by clicking [here](#) to go directly to the document.

For further assistance please contact your local MIBCO Regional Office as per the contact detail in **Annexure A** attached hereto.

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

<p>EASTERN CAPE REGION P.O. BOX 7270 PORT ELIZABETH 6055 TEL: (041) 393-3600 Enquiries: Mr L. Palmer Leslie.Palmer@mibco.org.za</p>	<p>KWA-ZULU NATAL REGION P.O. BOX 10230 ASHWOOD 3605 TEL: (031) 274 0644 Enquiries: Mr S. Nyuswa Sphelele.Nyuswa@mibco.org.za</p>
<p>FREE STATE / N.CAPE REGION P.O.BOX 910 BLOEMFONTEIN 9300 TEL: (051) 409-4000 Enquiries: Mr L. Palmer Leslie.Palmer@mibco.org.za</p>	<p>HIGHVELD REGION P.O.BOX 2578 RANDBURG 2125 TEL: (011) 369-7750 Enquiries: Mr P. Masemola Paulos.Masemola@mibco.org.za</p>
<p>NORTHERN REGION P.O.BOX 13970 HATFIELD 0028 TEL: (012) 362-4801 Enquiries: Mr J. Naude Johan.Naude@mibco.org.za</p>	<p>WESTERN PROVINCE REGION P.O.BOX 17 BELLVILLE 7535 TEL: (021) 941-7300 Enquiries: Mr G. Basson Gerrie.Basson@mibco.org.za</p>

Regional Offices can also be contacted on the MIBCO National Call Centre Number:

0861 664 226

The MIBCO Team

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