

2021-08-25

To : - All Members of the RMI

WAGE ADJUSTMENTS FOR 2021 / 2022

Please take note that the third cycle of the current three-year MIBCO wage agreement takes effect on 01 September 2021.

The wage schedules applicable during the third cycle are attached under **Annexure A** hereunder.

The following non-wage cash components / allowance will also apply for the same period.

	Holiday Bonus Earning Threshold as mentioned in Scope
Monthly	R 17 119,44
Weekly	R 3 950,64

Leave Bonus Threshold
1 Sept 2021 - 31 Aug 2022
R 5 405,29

	AHP (Grade 7 & 8)
	1 Sept 2021 - 31 Aug 2022
Grade 7	R 94,62
Grade 8	R 108,15

	AHP (Apprentices)
	1 Sept 2021 - 31 Aug 2022
3 yr Contract	
Year 1	R 54,42
Year 2	R 60,76
Year 3	R 82,89
4 yr Contract	
Year 1	R 54,42
Year 2	R 59,67
Year 3	R 67,43
Year 4	R 82,89

	Allowances
	1 Sept 2021 - 31 Aug 2022
Standby Allowance	R 89,62
Call-out Allowance	R 96,02
Tool Allowance	R 33,39
Tool Allowance ASP	R 0,83
Maximum allowance over 3 year period	R 5 008,61
Travel Allowance	
Per night not at home	R 72,35
Per night S&T	R 150,26
Watchman search allowance	R 5,57
Setting Bonus	R 5,57
Vernier / micrometer	R 15,36
Tape / Ruler / square	R 10,24
Operative supervisor Chapter-5	R 11,13

Enclosed under **Annexure B** hereunder, is the wage exemption process to be followed in the event that your business is in distress and you wish to be exempted from implementing the wage adjustments. You are encouraged to make use of the service of the RMI's Industrial Relations Specialists in the event that you require assistance with either the preparation, or the completion of the exemption forms.

-Johannesburg

Tel: (011) 886 6300
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IR specialist: Aphelele Tapile

-Bloemfontein

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-Durban

Tel: (031) 266 7031
Regional Manager: Julian Pillay
IR specialist: Janina Kalidass

Yours faithfully,



JAN SCHOEMAN

RMI : CHIEF OPERATIONS OFFICER