

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.

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

<b>Leave Bonus Threshold</b>
1 Sept 2021 - 31 Aug 2022
R 5 405,29

	<b>AHP (Grade 7 &amp; 8)</b>
	1 Sept 2021 - 31 Aug 2022
Grade 7	R 94,62
Grade 8	R 108,15

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

	<b>Allowances</b>
	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.

<p><b>-Johannesburg</b> Tel: (011) 886 6300 Regional Manager: Jeff Molefe IR specialist: Aphelele Tapile</p>	<p><b>-Bloemfontein</b> Tel: (051) 430 3294 Regional Manager: Jacques Viljoen IR specialist: Marie Ellis</p>
<p><b>-Pretoria</b> Tel: (011) 886 6300 Regional Manager: Jeff Molefe IR specialist: Tsepo Mohlakoana</p>	<p><b>-Port Elizabeth</b> Tel: (041) 364 0070 Regional Manager: Erwin Stroebeel IR specialist: Eckhardt Oelofse</p>
<p><b>-Cape Town</b> Tel: (021) 939 9440 Regional Manager: Randall Langenhoven IR specialist: Brent Barichievy IR specialist: Johanita Olivier</p>	<p><b>-Durban</b> Tel: (031) 266 7031 Regional Manager: Julian Pillay IR specialist: Janina Kalidass</p>

Yours faithfully,



**JAN SCHOEMAN**  
**RMI : CHIEF OPERATIONS OFFICER**