



06 December 2016



To :- All Members of the RMI

# NEWSFLASH MIBCO WAGE INCREASES : 2016

We are pleased to advise that the **new wage tables for 2016 / 2017** have been finalised and are enclosed under Annexure "A" (minimum wage) and Annexure "B" (guaranteed increases) attached.

In order for these wage tables to become binding on all employers in the Industry, and therefore enforceable by MIBCO, it has to be published in the Government Gazette by the Minister of Labour.

**PLEASE NOTE :** there is no legal obligation on any Member of the RMI to implement these wage increases until such time as it is published and extended to non-parties in the Government Gazette. Members may however, subject to their own discretion, implement these increases in the meantime, as the new agreement will contain a set-off clause.

Members must pay their employees, who at the time of publication of the Agreement are earning above the minimum wages prescribed in terms of Division B and Division C, Chapter I, II, IV and V, the guaranteed wage increases as set out in Annexure "B".

An employer may pro-rate the guaranteed wage increases for employees with less than 12 months' service, with the proviso that they will only be implemented with effect from the 7<sup>th</sup> month.

An employer who has granted an increase over and above the prescribed increases during the preceding 12 months may offset those increases against the increases set out below; provided that no wage increases shall be offset on more than one occasion.

Yours faithfully,

**JAN G SCHOEMAN**  
CHIEF OPERATIONS OFFICER



Retail Motor Industry Organisation  
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## 2016 – 2017 MIBCO WAGE TABLES

**MINIMUM WAGES**

## DIVISION B

## OFFICE, STORES-, SALES- AND CLERICAL EMPLOYEES : (SECTORS 1, 2, 3, 4, 5 and 7)

Class of employee	Minimum Wages			
	Areas A		Other Areas	
	Per week	Per month	Per week	Per month
(a) Office, stores, sales and clerical employee -				
during first year of experience	1 087.70	4 713.37	1 087.70	4 713.37
during second year of experience	1 241.08	5 378.01	1 241.08	5 378.01
during third year of experience	1 429.34	6 193.81	1 429.34	6 193.81
thereafter	1 659.44	7 190.91	1 659.44	7 190.91
(b) Motor vehicle sales person -				
during first year of experience	1 312.37	5 686.94	1 312.37	5 686.94
thereafter	1 692.04	7 332.18	1 692.04	7 332.17
(c) Bookkeeper	2 133.53	9 245.30	2 133.53	9 245.30
(d) Accountant	3 629.48	15 727.75	3 611.73	15 650.83
(e) Parts salesperson -				
during first year of experience	1 367.91	5 927.61	1 367.91	5 927.61
thereafter	1 680.35	7 281.51	1 680.35	7 281.52
(f) Traveller -				
during first year of experience	1 373.55	5 952.05		
thereafter	1 680.35	7 281.51		
(g) Supply sales person -				
during first year of experience	1 373.55	5 952.05		
during second year of experience	1 573.34	6 817.81		
during third year of experience	1 763.64	7 642.44		
thereafter	1 892.71	8 201.74		
(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 in 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 B**  
**OFFICE, STORES-, SALES- AND CLERICAL EMPLOYEES : (SECTORS 6 ONLY)**

Class of employee	Minimum Wages			
	Areas A		Other Areas	
	Per week	Per month	Per week	Per month
(a) Office, stores, sales and clerical employee -	1 110.11	4 810.48	1 110.11	4 810.48
during first year of experience	1 264.68	5 480.28	1 264.68	5 480.28
during second year of experience	1 457.61	6 316.31	1 457.61	6 316.31
during third year of experience thereafter	1 689.59	7 321.55	1 689.59	7 321.55
(b) Motor vehicle sales person –	1 312.37	5 686.94	1 312.37	5 686.94
during first year of experience thereafter	1 692.28	7 333.21	1 692.28	7 333.21
(c) Bookkeeper	2 152.01	9 325.38	2 152.01	9 325.38
(d) Accountant	3 677.47	15 935.70	3 640.02	15 773.42
(e) Parts salesperson -	1 373.55	5 952.05	1 373.55	5 952.05
during first year of experience thereafter	1 680.35	7 281.51	1 680.35	7 281.51
(f) Traveller -				
during first year of experience thereafter	1 373.55	5 952.05		
	1 680.35	7 281.51		
(g) Supply sales person -				
during first year of experience	1 373.55	5 952.05		
during second year of experience	1 573.68	6 819.28		
during third year of experience thereafter	1 763.64	7 642.44		
	1 892.71	8 201.74		
(h) Part-time employees	*	*		
<p>* One-eleventh of the minimum weekly wage as prescribed for clerical employees in (a) hereof, for ordinary time worked on each day in 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.</p>				

**DIVISION C  
APPRENTICE AND LEARNERSHIP WAGES**

Class of Employee	All Areas	
	Per week	Per hour
<b>APPRENTICES</b>		
<b><u>Three year Trades</u></b>		
First year	1 306.35	29.03
Second year	1 619.55	35.99
Third year	1 990.80	44.24
<b><u>Four year Trades</u></b>		
First year	1 306.35	29.03
Second year	1 432.80	31.84
Third year	1 619.55	35.99
Fourth year	1 990.80	44.24
<b><u>CBMT</u></b>		
Level 1	1 245.60	27.68
Level 2	1 555.20	34.56
Level 3	1 869.75	41.55
Level 4	2 176.20	48.36
<b><u>NQF Learnerships</u></b>		
Level 1	1 306.35	29.03
Level 2	1 432.80	31.84
Level 3	1 619.55	35.99
Level 4	1 990.80	44.24

**DIVISION C  
SECTORS 6 ONLY**

Class of Employee	A Areas		Other Areas	
	Per week	Per hour	Per week	Per hour
<b>Grade 1</b>				
Char	898.65	19.97	898.65	19.97
Grade 2	1 204.65	26.77	1 204.65	26.77
Grade 3	1 293.30	28.74	1 293.30	28.74
Grade 4	1 411.65	31.37	1 411.65	31.37
Grade 5	1 566.00	34.80	1 566.00	34.80
Grade 6	1 865.25	41.45	1 865.25	41.45
<b>Grade 1</b>				
Forecourt Attendant	1 126.35	25.03		
Grade 7	2 299.50	51.10		
Grade 8	2 627.10	58.38		
Watchman	1087.27	(No hourly rate)		

**DIVISION C**  
**SECTORS 4, 5 & 7**

Class of employees	Area A		Other areas	
	per hour	per week	per hour	per week
<b>Grade 1</b>				
Char	19.07	858.15	19.07	858.15
Parking garage attendant	14.61	657.45	14.61	657.45
<b>Grade 2</b>				
Driver of motorcycles and/or scooters	25.61	1 152.45	25.27	1 137.15
General worker	25.61	1 152.45	25.27	1 137.15
Vulcaniser's operative without wheelbalancing	25.61	1 152.45	25.27	1 137.15
<b>Grade 3</b>				
Battery repairer	27.71	1 246.95	27.71	1 246.95
Driver light vehicle < 3500 kg incl. fork-lifts and tractors	27.71	1 246.95	27.71	1 246.95
New motorvehicle, motor-cycle and tricycle assembler	27.71	1 246.95	27.71	1 246.95
Operative gearbox dismantler	27.71	1 246.95	27.71	1 246.95
Scooterworker	27.71	1 246.95	27.71	1 246.95
<b>Grade 4</b>				
Operative exhaust fitter	30.27	1 362.15	30.27	1 362.15
Operative upholsterer	30.27	1 362.15	30.27	1 362.15
Vulcaniser's operative with wheelbalancing	30.27	1 362.15	30.27	1 362.15
Operative wheel-balancer	30.27	1 362.15	30.27	1 362.15
Operative sunroof fitter	30.27	1 362.15	30.27	1 362.15
<b>Grade 5</b>				
Auto electrician's assistant	33.75	1 518.75	33.75	1 518.75
Body-shop assistant	33.75	1 518.75	33.75	1 518.75
Diesel pump room assistant	33.75	1 518.75	33.75	1 518.75
Driver heavy vehicle > 3500 kg	33.75	1 518.75	33.75	1 518.75
Motorcycle mechanic's assistant	33.75	1 518.75	33.75	1 518.75
Operative airconditioner fitter	33.75	1 518.75	33.75	1 518.75
Operative radio/alarm fitter	33.75	1 518.75	33.75	1 518.75
Repair shop assistant	33.75	1 518.75	33.75	1 518.75
Radiator repairer	33.75	1 518.75	33.75	1 518.75
Supervisor	33.75	1 518.75	33.75	1 518.75
Tow bar fitter (excl. elec. wiring)	33.75	1 518.75	33.75	1 518.75
Trainee suspension fitter	33.75	1 518.75	33.75	1 518.75
<b>Grade 6</b>				
Clutch + brake operative	40.55	1 824.75	40.55	1 824.75
Wheel alignment worker	40.55	1 824.75	40.55	1 824.75

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	All areas	
	Per hour	Per week
<b>Grade 7</b>		
B/A journeyman	50.50	2 272.50
Tow bar fitter(including electrical wiring)	50.50	2 272.50
Suspension fitter	50.50	2 272.50
<b>Grade 8</b>		
Service supply salesman	57.74	2 598.30
Journeyman	57.74	2 598.30
<b>Other employees</b>		
Watchman	No hourly rate	1 049.71

**DIVISION C  
SECTOR 5 ONLY**

Class of employees	Minimum Wages			
	Area A		Other areas	
	per hour	per week	per hour	per week
<b>Grade 1</b>				
Forecourt Attendant	25.03	1 126.35	25.03	1 126.35
Char	20.00	900.00	20.00	900.00
<b>Grade 2</b>				
Cashier	26.83	1 207.35	26.35	1 185.75

**DIVISION C  
CHAPTER II**

CLASS OF EMPLOYEE	WAGES PER WEEK (All Areas)	WAGES PER HOUR (All Area)
Grade 1 – Char	858.15	19.07
Grade 2	1 152.45	25.61
Grade 3	1 246.95	27.71
Grade 5	1 518.75	33.75
Grade 6	1 824.75	40.55
Grade 7	2 272.50	50.50
Grade 8	2 598.30	57.74
Operative Grades		
Grade 5	1 518.75	33.75

Apprentices		
<b><u>Three year Trades</u></b>		
First year	1 306.35	29.03
Second year	1 619.55	35.99
Third year	1 990.80	44.24
<b><u>Four year Trades</u></b>		
First year	1 306.35	29.03
Second year	1 432.80	31.84
Third year	1 619.55	35.99
Fourth year	1 990.80	44.24
<b><u>CBMT</u></b>		
Level 1	1 245.60	27.68
Level 2	1 555.20	34.56
Level 3	1 869.75	41.55
Level 4	2 176.20	48.36
<b><u>NQF Learnerships</u></b>		
Level 1	1 306.35	29.03
Level 2	1 432.80	31.84
Level 3	1 619.55	35.99
Level 4	1 990.80	44.24

**DIVISION C  
CHAPTER III**

<b>CLASS OF EMPLOYEE</b>	<b>WAGES PER WEEK (All Areas)</b>	<b>WAGES PER HOUR (All Area)</b>
Grade 1 - Char	904.05	20.09
Grade 2	1 190.70	26.46
Grade 8	2 682.90	59.62
<b>CLASS OF EMPLOYEE</b>	<i>OPERATIVES WHO MAY QUALIFY FOR SETTING BONUS</i>	
Grade 3	1 287.90	28.62
Grade 4	1 406.70	31.26
Grade 5	1 569.15	34.87
Grade 6	1 882.80	41.84
<b>Class of Employee</b>	<b>All Areas</b>	
	Per week	Per hour
<b><u>Three year Trades</u></b>		
First year	1 306.35	29.03
Second year	1 619.55	35.99
Third year	1 990.80	44.24
<b><u>Four year Trades</u></b>		
First year	1 306.35	29.03
Second year	1 432.80	31.84
Third year	1 619.55	35.99
Fourth year	1 990.80	44.24
<b><u>CBMT</u></b>		
Level 1	1 245.60	27.68
Level 2	1 555.20	34.56

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Level 3	1 869.75	41.55
Level 4	2 176.20	48.36
<b><u>NQF Learnerships</u></b>		
Level 1	1 306.35	29.03
Level 2	1 432.80	31.84
Level 3	1 619.55	35.99
Level 4	1 990.80	44.24

**DIVISION C  
CHAPTER IV**

Class of Employee	A Areas		Other Areas	
	Per week	Per hour	Per week	Per hour
Grade 1	858.15	19.07	858.15	19.07
Char	1 152.45	25.61	1 152.45	25.61
Grade 2	1 246.95	27.71	1 246.95	27.71
Grade 3	1 362.15	30.27	1 362.15	30.27
Grade 4	1 518.75	33.75	1 518.75	33.75
Grade 5	1 824.75	40.55	1 824.75	40.55
Grade 6	2 272.50	50.50		
Grade 7	2 598.30	57.74		
Watchman	1 049.71	(No hourly rate)		
Apprentices				
<b><u>Three year Trades</u></b>				
First year	1 306.35	29.03		
Second year	1 619.55	35.99		
Third year	1 990.80	44.24		
<b><u>Four year Trades</u></b>				
First year	1 306.35	29.03		
Second year	1 432.80	31.84		
Third year	1 619.55	35.99		
Fourth year	1 990.80	44.24		
<b><u>CBMT</u></b>				
Level 1	1 245.60	27.68		
Level 2	1 555.20	34.56		
Level 3	1 869.75	41.55		
Level 4	2 176.20	48.36		
<b><u>NQF Learnerships</u></b>				
Level 1	1 306.35	29.03		
Level 2	1 432.80	31.84		
Level 3	1 619.55	35.99		
Level 4	1 990.80	44.24		
<b>Operative engine assembler</b>				
For the first 18 months of experience			R 1 518.75 per week (R33.75per hour)	
Thereafter			R 2 272.50 per week (R50.50 per hour)	



**Operative, grade A**For the first 12 months of experience  
hour)

R 1 518.75 per week (R33.75 per

Thereafter  
hour)

R 1 824.75 per week (R40.55 per

**Operative, grade B**For the first 6 months of experience  
hour)

R 1 246.95 per week (R27.71 per

Thereafter  
hour)

R 1 362.15 per week (R30.27 per

**DIVISION C****CHAPTER V**

<b>CLASS OF EMPLOYEE</b>	<b>WAGES PER WEEK (All Areas)</b>	<b>WAGES PER HOUR (All Area)</b>
Grade 1 - Char	858.15	19.07
Grade 2	1 152.45	25.61
Grade 3	1 246.95	27.71
Grade 4	1 362.15	30.27
Grade 5	1 518.75	33.75
Grade 6	1 824.75	40.55
Grade 7	2 272.50	50.50
Grade 8	2 598.30	57.74
<b>Operatives</b>		
Grade 4	1 362.15	30.27
Grade 5	1 518.75	33.75
<b>Apprentices</b>		
<b><u>Three year Trades</u></b>		
First year	1 306.35	29.03
Second year	1 619.55	35.99
Third year	1 990.80	44.24
<b><u>Four year Trades</u></b>		
First year	1 306.35	29.03
Second year	1 432.80	31.84
Third year	1 619.55	35.99
Fourth year	1 990.80	44.24
<b><u>CBMT</u></b>		
Level 1	1 245.60	27.68
Level 2	1 555.20	34.56
Level 3	1 869.75	41.55
Level 4	2 176.20	48.36
<b><u>NQF Learnerships</u></b>		
Level 1	1 306.35	29.03
Level 2	1 432.80	31.84
Level 3	1 619.55	35.99
Level 4	1 990.80	44.24

## 2016 – 2017 MIBCO WAGE TABLES

**GUARANTEED WAGE INCREASES****DIVISION B**  
**SECTORS 1 (Chapter II) 2, 3, 4, 5 and 7**

Class of employee	Guaranteed Increases	
	All areas	
	Per week	Per month
(a) Office, stores, sales and clerical employee - during first year of experience	71.16	308.36
during second year of experience	81.19	351.82
during third year of experience	93.51	405.21
thereafter	108.56	470.43
(b) Motor vehicle sales person - during first year of experience	85.86	372.06
thereafter	110.69	479.66
(c) Bookkeeper	139.58	604.85
(d) Accountant	237.44	1 028.91
(e) Parts salesperson - during first year of experience	89.49	387.79
thereafter	109.93	476.36
(f) Traveller - during first year of experience	89.86	389.39
thereafter	109.93	476.36
(g) Supply sales person - during first year of experience	89.86	389.39
during second year of experience	102.93	446.03
during third year of experience	115.38	499.98
thereafter	123.82	536.55

**DIVISION C**  
**SECTORS 4, 5, and 7**

Class of Employee	Guaranteed Increases	
	All Areas	
	Per week	Per hour
<b>Grade 1</b>		
Forecourt Attendant	102.60	2.28
Parking Garage Attendant	43.20	0.96
Char	56.25	1.25
Char (Sector 5)	63.00	1.40
Grade 2	75.60	1.68
Cashier	84.15	1.87
Grade 3	81.45	1.81
Grade 4	89.10	1.98
Grade 5	99.45	2.21

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Grade 6	119.25	2.65
Grade 7	148.50	3.30
Grade 8	170.10	3.78
Watchman	68.67	(no hourly rate)

**DIVISION C**  
**SECTOR 1 : CHAPTER II**

CLASS OF EMPLOYEE	WAGES PER WEEK (All Areas)	WAGES PER HOUR (All Areas)
Grade 1 - Char	56.25	1.25
Grade 2	75.60	1.68
Grade 3	81.45	1.81
Grade 5	99.45	2.21
Grade 6	119.25	2.65
Grade 7	148.50	3.30
Grade 8	170.10	3.78

**DIVISION C**  
**SECTOR 3 : CHAPTER IV**

Class of Employee	Guaranteed Increases	
	All Areas	
	Per week	Per hour
<b>Grade 1</b>		
Char	56.25	1.25
Grade 2	75.60	1.68
Grade 3	81.45	1.81
Grade 4	89.10	1.98
Grade 5	99.45	2.21
Grade 6	119.25	2.65
Grade 7	148.50	3.30
Grade 8	170.10	3.78
Watchman	68.67	No hourly rate

<b>Operative engine assembler</b>	
For the first 18 months of experience	R99.45 per week (R2.21 per hour)
Thereafter	R148.50 per week (R3.30 per hour)
<b>Operative, grade A</b>	
For the first 12 months of experience	R99.45 per week (R2.21 per hour)
Thereafter	R119.25 per week (R2.65 per hour)
<b>Operative, grade B</b>	
For the first 6 months of experience	R81.45 per week (R1.81 per hour)
Thereafter	R89.10 per week (R1.98 per hour)

**DIVISION C**  
**SECTOR 2: CHAPTER V**

<b>CLASS OF EMPLOYEE</b>	<b>WAGES PER WEEK (All Areas)</b>	<b>WAGES PER HOUR (All Areas)</b>
Grade 1 - Char	56.25	1.25
Grade 2	75.60	1.68
Grade 3	81.45	1.81
Grade 4	89.10	1.98
Grade 5	99.45	2.21
Grade 6	119.25	2.65
Grade 7	148.50	3.30
Grade 8	170.10	3.78