

Dated: 26 SEPTEMBER 2025

Circular No: 2025/00025

To: ALL PARTICIPANTS IN THE MOTOR INDUSTRY

Notice: 2025/2026 PROVISIONAL PRESCRIBED WAGES

IMPORTANT TO NOTE:

This is provisional wage information that serves to guide industry on the impending wage adjustments up to 31 August 2026, which is subject to the publication and implementation of the Main Collective Agreement.

The wage information herein has not been gazetted by the Minister of Employment and Labour (DEL), is not yet binding to employers and employees and can therefore not be enforced by MIBCO.

Note: Provisional wage information related to Sector 5 (Fuel Retailer Establishments) was communicated in circular 2025/00023 on 18 September 2025. The circular is in relation to the fuel margin adjustment that was approved by the Department of Petroleum and Energy Resources with effect **from 01 October 2025**.

1. CONDITIONAL INFORMATION:

The following conditions must be considered with the application of the provisional wage information:

- 1.1. MIBCO concluded a Wage Settlement Agreement for all other Sectors and Chapters of the Motor Industry on 23 August 2025, but the Main Collective Agreement has still not been published and gazetted for implementation.
- 1.2. The Industry Collective Agreements were ratified at the special council meeting held on the 23 September 2025 and MIBCO is in the process of getting all the Council's Collective Agreements gazetted for implementation.
- 1.3. The wage tables herein contain minimum wage rates and guaranteed wage increases for the impending date of publication by the DEL up to 31 August 2026. These rates are envisaged to be payable to employees in the Motor Industry.
- 1.4. Employers who voluntarily want to implement the proposed increases before publication will be protected by the set-off clause as included in the Main Agreement and will not face double increases once the Agreement is published and promulgated.

2. DEFINITIONS:

2.1. INDUSTRY DIVISIONAL CLASSIFICATION:

- Division A:** Means the provisions applicable to the Motor Industry, other than those specifically applicable to office, sales, clerical employees and Division D.
- Division B:** Means the scope of application and wage provisions applicable to office, stores, sales and clerical employees, other than those specifically applicable to Division D.
- Division C:** Means the scope of application, wage, employee or ratio provisions applicable to all Chapters, other than those specifically applicable to Division B and D.
- Division D:** Means preferential provisions specific to certain job grades, Sectors or Chapters.

2.2. INDUSTRY CHAPTER CLASSIFICATION:

- Chapter I establishment:** Means an establishment which is not registered under Chapter II, III, IV or V of Division C of this Agreement.
- Chapter II establishment:** Means a vehicle body building establishment registered as such in terms of Chapter II of Division C of this Agreement.
- Chapter III establishment:** Means a component manufacturing establishment, registered as such in terms of Chapter III of Division C of this Agreement.
- Chapter IV establishment:** Means an automotive engineering establishment, registered as such in terms of Chapter IV of Division C of this Agreement.
- Chapter V establishment:** Means a component reconditioning establishment, registered as such in terms of Chapter V of Division C of this Agreement.

2.3. INDUSTRY SECTOR CLASSIFICATION:

- Sector 1:** Means “manufacturing” establishments i.e. vehicle body builders; trailers and caravan manufacturing and warranty repairs; vehicle components and accessories, fibreglass component manufacturing; repairs and sales.
- Sector 2:** Means “re-manufacturing” (production) establishments i.e. component re-manufacturing; brake, clutch and radiator re-manufacturing; drive-train re-manufacturing and steering re-manufacturing.



- Sector 3:** Means “re-conditioning” establishments i.e. automotive engineering; fuel injection/diesel pumps; gearbox/transmission; turbochargers and spring-smiths.
- Sector 4:** Means “service and repair” establishments i.e. motorcycle sales and repairs; battery sales and repairs; tyre sales, repairs and wheel alignment; tyre re-treading; exhaust, tow-bar and shock-absorber fitting; radio, alarm and immobilizer fitting; sunroof fitting; air-conditioning fitting; body repairs; upholstery and motor trimming; auto electrical repairs; auto valet and steam cleaning; prop-shafts and CV joints repairs; motor plastic component repairs; glass fitting; carburettor sales and repairs; drive train fitting and repairs; steering fitters and repairs; motor vehicles bus, truck and tractor repairs.
- Sector 5:** Means “fuel dealers, service stations and related” establishments.
- Sector 6:** Means “dealers sales and distribution establishments” i.e. used motor vehicle, bus truck and tractor sales and repairs; franchised motor vehicle, bus, truck, tractor, and parts sales and repairs; caravan sales and repairs and agricultural equipment sales and repairs.
- Sector 7:** Means “automotive parts, accessories, equipment and tool” establishments i.e. motor parts, accessories, equipment and tools; auto-breakers and used parts dealers.

JOB GRADE CATERGORIES

- Grade 1:** Char, forecourt attendant; parking garage attendant.
- Grade 2:** Automotive tinter, driver of motorcycle or scooter, general operative, general worker, Grade D employee; Cashier Sector-5; vulcaniser's operative without wheel balancing.
- Grade 3:** Battery repairer, chopper out; driver of motor vehicles with gross mass of up to 3 500kg including forklifts and tractors; new motor vehicle, motor cycle and tricycle assembler; operative gearbox dismantler; operative Grade 1; operative Grade C, scooter worker.
- Grade 4:** Cutter; driveshaft repairer; operative exhaust fitter; operative Grade 2; operative Grade 3; operative Grade AR; operative Grade B, operative Grade BR, operative sunroof fitter; operative upholsterer; operative wheel balancer, pattern cutter maker; supervisor Grade 3 vulcaniser's operative with wheel balancing.

- Grade 5:** Armature winder; auto electrician's assistant; body shop assistant; brake drum skimmer; clutch cover assembly setter; diesel pump room assistant; driver of motor vehicle with a gross mass over 3 500kg; motor cycle mechanic's assistant, operative air-conditioner fitter; operative Grade 4; operative Grade 5, operative Grade BV; operative Grade CR; operative Grade CV; operative Grade DV; operative radio/alarm fitter; operative supervisor quality controller; radiator repairer; repair shop assistant; seaming machinist; supervisor; supervisor Grade 4, Fitters without making final electrical connections.
- Grade 6:** Clutch and brake operative; gearbox repairer; machine setter; operative Grade A; senior quality controller; supervisor Grade 5 wheel alignment worker.
- Grade 7:** PR Artisan, exempted artisan; operative engine assembler; Suspension Fitters; Fitters making final electrical connections.
- Grade 8:** Artisan, service supply salesman.
- Apprentices:** Employee serving under a written contract of apprenticeship registered or deemed to have been registered under the Skills Development Act 1998 97 as amended, and includes a minor employed on probation in terms of that Act as well as a learner in terms of Chapter IV of the Skills Development Act, 97 of 1998 as amended.
- Watchman:** Guard employed by the establishment.

3. ACTUAL / GUARANTEED WAGE EXEMPTION APPLICATIONS

Individual employers seeking exemption to pay a lesser actual wage increase and/or a guaranteed increase or to be exempted from paying such, must do so on a Wage Exemption Application form which is obtainable from their local MIBCO Regional Office or website; www.mibco.org.za. Such applications must be submitted no later than 21 days from the date of implementation to the local MIBCO Regional Office, either by hand delivery; registered mail; facsimile or E-mail in the prescribed format with the following supporting documentation attached. Employers cannot apply for wage exemptions at this stage, but it is inevitable that the MIBCO Collective Agreements will be gazetted at some point and employers are urged to start preparing their applications.

4. GENERAL

NOTE: The MIBCO Returns system **does not** automatically adjust the rates on the forecasts according to the minimum wages. Employers are reminded to update their Returns Online or submit their new wages to the MIBCO Returns Department to effect adjustments.

5. WAGE INFORMATION:

The provisional summary of wage information and rates for all Sectors and Chapters are as follows:

5.1. ALLOWANCE RATES TO 31 AUGUST 2026:

- Standby Allowance R94.10
- Call-out Allowance R100.82
- Tool Allowance per week: R34.39
- Tool Allowance:
 - ASP - R0.85
 - Maximum allowance over 3-year period - R5 158.87
- Travelling Allowance:
 - All other employees:
 - Per night not at home R75.97
 - Per night S&T R141.84
 - Chapter 3 employees:
 - Per night not at home R76.69
 - Per night S&T R143.10
- Watchman search allowance
 - All other establishments R5.85
 - Chapter III establishments R5.90
- Setting Bonus (Chapter II and V) R5.85
- Vernier / micrometer ((Chapter III) R16.28
- Tape / Ruler / square R10.85



- Operative supervisor (Chapter V) R11.69
- Additional Holiday Bonus (Excluding Chapter III):
With a maximum annual payment of - R6 664.01
- Additional Holiday Pay Rates per week:
 - All Other Establishments:
 - Grade 7 (per week) R116.66
 - Grade 8 (per week) R133.34
 - Chapter III Establishments:
 - Grade 7 (per week) R117.77
 - Grade 8 (per week) R134.61
 - Apprentice first year (3 and 4 year contract) R65.82
 - Apprentice year-2 (4 year contract) R72.17
 - Apprentice year-2 (3 year contract) R73.49
 - Apprentice year-3 (4 year contract) R81.55
 - Apprentice year last year (3 and 4 year contract) R100.24

5.2. WAGE TABLES UP TO 31 AUGUST 2026:

PRESCRIBED MINIMUM & GUARANTEED WAGE SCHEDULE : Publication Date to 31 Aug 2026						
DIVISION B & D, Wages - All Chapters & Sectors						
Employee Class	Minimum Wages		Minimum Wages		Guaranteed Increases	
	Sectors 1,2,3,4,5 & 7		Sector 6 only		Sectors 1,2,3,4,5 & 7	
	PW	PM	PW	PM	PW	PM
a) Office, stores sales and Clerical employee- during 1st year of experience	1708.83	7404.93	1744.05	7557.55	81.37	352.6
during 2nd year of experience	1949.82	8449.22	1986.88	8609.81	92.85	402.35
during 3rd year of experience	2245.55	9730.72	2289.96	9923.16	106.93	463.36
thereafter	2607.05	11297.22	2654.42	11502.49	124.15	537.98
b) Motor vehicle sales person- during 1st year of experience	2061.8	8934.47	2061.8	8934.47	98.18	425.45
thereafter	2658.29	11519.26	2658.64	11520.77	126.59	548.56
c) Bookkeeper	3351.88	14524.81	3380.92	14650.65	159.61	691.64
d) Accountant	5702.1	24709.1	5777.48	25035.75	271.53	1176.63
e) Parts salesperson - during 1st year of experience	2149.05	9312.55	2157.91	9350.94	102.34	443.47
thereafter	2639.9	11439.57	2639.9	11439.57	125.71	544.74
f) Traveller - during 1st year of experience	2157.91	9350.94	2157.91	9350.94	102.76	445.29
thereafter	2639.9	11439.57	2639.9	11439.57	125.71	544.74
g) Supply sales person - during 1st year of experience	2157.91	9350.94	2157.91	9350.94	102.76	445.29
during 2nd year of experience	2471.78	10711.05	2472.32	10713.39	117.7	510.03
during 3rd year of experience	2770.76	12006.63	2770.76	12006.63	131.94	571.74
thereafter	2973.53	12885.3	2973.53	12885.3	141.6	613.6
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.						

PRESCRIBED MINIMUM & GUARANTEED WAGE SCHEDULE : Publication Date to 31 Aug 2026									
DIVISION C & D, Wages/Apprentices/Learners/Operative Provisions & Bonusses									
Employee Class			Minimum Wages		Guaranteed Increases		Apprentices/Learners (All Chapters)		
	Sector	Chapter	PW	PH	PW	PH		PW	PH
Grade 1							3 Year Trade		
Forecourt Attendant	5	1	2060.73	45.79	98.28	2.18	First Year	2012.85	44.73
Char	5	1	1558.98	34.64	69.93	1.55	Second Year	2496.15	55.47
Parking Garage Attendant	4;7	1	1360.35	30.23	64.8	1.44	Third Year	3068.1	68.18
Grade 1	1;2;3;4;7	1;2;4;5	1360.35	30.23	64.8	1.44	4 Year Trade		
Grade 1	6	1	1412.1	31.38			First Year	2012.85	44.73
Grade 1	1	3	1539	34.2			Second Year	2207.7	49.06
Grade 2							Third Year	2496.15	55.47
Cashier	5		2038.68	45.3	96.93	2.15	Fourth Year	3068.1	68.18
Grade 2	1;2;3;4;5;7	1;2;4;5	1810.35	40.23	86.4	1.92	NQF Learnership		
Grade 2	6	1	1892.7	42.06			Level 1	2012.85	44.73
Grade 2	1	3	2026.35	45.03			Level 2	2207.7	49.06
Grade 3	1;2;3;4;5;7	1;2;4;5	1959.75	43.55	93.15	2.07	Level 3	2496.15	55.47
Grade 3	6	1	2031.75	45.15			Level 4	3068.1	68.18
Grade 3	1	3	2191.95	48.71			CBMT		
Grade 4	2;3;4;7	1;4;5	2140.65	47.57	102.15	2.27	Level 1	1919.25	42.65
Grade 4	6	1	2218.5	49.3			Level 2	2397.15	53.27
Grade 4	1	3	2394	53.2			Level 3	2881.8	64.04
Grade 5	1;2;3;4;7	1;2;4;5	2386.8	53.04	113.85	2.53	Level 4	3354.3	74.54
Grade 5	6	1	2460.15	54.67					
Grade 5	1	3	2670.3	59.34					
Grade 6	1;2;3;4;7	1;2;4;5	2866.5	63.7	136.35	3.03			
Grade 6	6	1	2929.5	65.1					
Grade 6	1	3	3204.45	71.21					
Grade 7	1;2;3;4;7	;2;4;5	3570.75	79.35	170.1	3.78			
Grade 7	6	1	3613.05	80.29					
Grade 8	1;2;3;4;7	1;2;4;5	4081.95	90.71	194.4	4.32			
Grade 8	6	1	4127.85	91.73					
Grade 8	1	3	4565.7	101.46					
Watchman	1;2;3;4;5;7	1;2;4;5	1649.15	*	78.53	*			
Watchman	6	1	1708.17	*					
Watchman	1	3	1811.53	*					
Provisions for Operatives	Sector	Chapter	PW	PH	PW	PH	Bonuses		PW
Operative Engine Assembler							Setting Bonus(Chapter2;5)		5.85
1st 18 Months Experience	3	4	2386.8	53.04	113.85	2.53	Measuring Instrument(Chapter3)		16.28
thereafter	3	4	3570.75	79.35	170.1	3.78	Vemier/micrometer		
Operative Grade A							Tape/rule/square/sets		
1st 18 Months Experience	3	4	2386.8	53.04	113.85	2.53	Measuring Bonus(Chapter5)		11.69
thereafter	3	4	2866.5	63.7	136.35	3.03			
Operative Grade B									
1st 6 Months Experience	3	4	1959.75	43.55	93.15	2.07			
thereafter	3	4	2140.65	47.57	102.15	2.27			
Notes:									
The medical insurance allowance for Forecourt Attendants, Cashiers and Chars is R0.44 per hour (R19.62 per week)									
Sector 1 - Chapter 3 : 6.00% wage and salary increase on actual rates of pay across the board (Excluding Apprentices)									



Good to Great Together



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The MIBCO Team

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