2021-03-19

To :- All Members of the RMI

Dear Valued Member,

IMPORTANT NOTICE

PUBLICATION AND EXTENSION OF THE MOTOR INDUSTRY BARGAINING COUNCIL (MIBCO) MAIN AGREEMENT

We are pleased to advise that the amended MIBCO Main Agreement, inclusive of the new wage rates and non-wage cash component values, have been published by the Minister of Employment and Labour, and extended to non-parties. The effective date of the new agreement is 29 March 2021.

Attached hereto, please find the new wage schedules for the period from publication to 31 August 2021.

The following allowance rates will apply for the same period :

Standby Allowance	R80,52
Call-out Allowance	R86,27
Tool Allowance	R30,00
Tool Allowance ASP	R0,75
Maximum allowance over 3 year period	R500,00
Travel Allowance	
Per night not at home	R65,00
Per night S&T	R135,00
Watchman search allowance	R5,00
Setting Bonus	R5,00
Vernier / micrometer	R13,80
Tape / Ruler / square	R9,20
Operative supervisor Chapter-5	R10,00

The following Additional Holiday Pay rates will apply for the same period :

Journeymen	
Grade 7	R89,69
Grade 8	R102,51
Apprentices	
3 year Contact	
Year 1	R51,58
Year 2	R57,59
Year 3	R78,57

4 year Contract	
Year 1	R51,58
Year 2	R56,56
Year 3	R63,91
Year 4	R78,57

The existing threshold for earnings will remain at R17,119.44 per month until further notice.

A full copy of the Main Agreement can be downloaded here https://rmi.org.za/RMI_WAGES/Main_Agreement_2021_v1-compressed.pdf .

All queries in this regard can be directed at any one of the RMI IR Specialists, deployed throughout the RMI's Regional Offices.

Yours faithfully,
For and on behalf of the RETAIL MOTOR INDUSTRY ORGANISATION

JAN SCHOEMAN
CHIEF OPERATIONS OFFICER : RMI

RMI - Retail Motor Industry Organisation
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Annexure “A”

Class of employee	CHAPTER 1 SECTOR 4,5 & 7 ONLY				CHAPTER 1 SECTOR 6 ONLY				CHAPTER 1 Guaranteed Increases ✦	
	Area A		Other Areas		Area A		Other Areas		All Areas	
	P W	P H	P W	P H	P W	P H	P W	P H	P W	P H
Grade 1										
Forecourt Attendant	1 518.30	33.74	1 518.30	33.74					99.45	2.21
Parking Garage Attendant	985.50	21.90	985.50	21.90					51.30	1.14
Cashier	1 597.50	35.50	1 597.50	35.50					104.40	2.32
Char (Sector 5)*	1 201.95	26.71	1 201.95	26.71					78.75	1.75
Char	1 036.35	23.03	1 036.35	23.03	1 085.85	24.13	1 085.85	24.13	54.00	1.20
Grade 2	1 391.85	30.93	1 391.85	30.93	1 454.85	32.33	1 453.95	32.31	72.45	1.61
Grade 3	1 506.60	33.48	1 506.60	33.48	1 561.95	34.71	1 561.95	34.71	78.75	1.75
Grade 4	1 645.65	36.57	1 645.65	36.57	1 705.50	37.90	1 705.50	37.90	85.95	1.91
Grade 5	1 834.65	40.77	1 834.65	40.77	1 891.80	42.04	1 891.80	42.04	95.85	2.13
Grade 6	2 204.10	48.98	2 204.10	48.98	2 252.70	50.06	2 252.70	50.06	114.75	2.55

Class of Employees	All Areas		All Areas		All Areas	
	P W	P H	P W	P H	PW	PH
Grade 7	2 745.00	61.00	2 777.85	61.73	143.10	3.18
Grade 8	3 138.30	69.74	3 173.40	70.52	163.80	3.64
Watchman	1 267.91	no hourly rate	1 313.29	no hourly rate	66.10	no hourly rate

APPRENTICES	ALL AREAS ALL CHAPTERS	
3 YEAR TRADE	P W	P H
First year	1 577.70	35.06
Second year	1 956.60	43.48
Third year	2 404.80	53.44
4 YEAR TRADE		
First year	1 577.70	35.06
Second year	1 730.25	38.45
Third year	1 956.60	43.48
Fourth year	2 404.80	53.44

LEARNERS	ALL AREAS ALL CHAPTERS		✦ Not Applicable to Sector 6 Establishments	
	NQF LEARNERSHIPS		CBMT	
	PW	PH	PW	PH
Level 1	1 577.70	35.06	1 504.35	33.43
Level 2	1 730.25	38.45	1 878.75	41.75
Level 3	1 956.60	43.48	2 258.55	50.19
Level 4	2 404.80	53.44	2 628.90	58.42

*Guaranteed increases as prescribed for Chars in Sector 5 only.

Sector 5 wages increases have been confirmed by the Department of Minerals and Energy and will come into effect on 02 September 2020.

Class of Employee	CHAPTER 2		CHAPTER 3*		CHAPTER 4				CHAPTER 5	
	SECTOR 1		SECTOR 1		SECTOR 3				SECTOR 2	
	All Areas		All Areas		Area A		Other Areas		All Areas	
	PW	PH	PW	PH	PW	PH	PW	PH	PW	PH
	R	R	R	R	R	R	R	R	R	R
Grade 1	1 036.35	23.03	1 123.20	24.96	1 036.35	23.03	1 036.35	23.03	1 036.35	23.03
Grade 2	1 391.85	30.93	1 479.15	32.87	1 391.85	30.93	1 391.85	30.93	1 391.85	30.93
Grade 3	1 506.60	33.48	1 600.20	35.56	1 506.60	33.48	1 506.60	33.48	1 506.60	33.48
Grade 4			1 747.35	38.83	1 645.65	36.57	1 645.65	36.57	1 645.65	36.57
Grade 5	1 834.65	40.77	1 948.95	43.31	1 834.65	40.77	1 834.65	40.77	1 834.65	40.77
Grade 6	2 204.10	48.98	2 339.10	51.98	2 204.10	48.98	2 204.10	48.98	2 204.10	48.98
Class of Employee	All Areas		All Areas		All Areas				All Areas	
	PW	PH	PW	PH	PW		PH		PW	PH
Grade 7	2 745.00	61.00			2 745.00		61.00		2 745.00	61.00
Grade 8	3 138.30	69.74	3 333.15	74.07	3 138.30		69.74		3 138.30	69.74
Watchman	1 267.91	no hourly rate	1 322.31	no hourly rate	1 267.91		no hourly rate		1 267.91	no hourly rate

APPRENTICES/LEARNERS		
ALL CHAPTERS		
All Areas		
	PW	PH
3 Year Trade		
First Year	1 577.70	35.06
Second Year	1 956.60	43.48
Third year	2 404.80	53.44
4 Year Trade		
First Year	1 577.70	35.06
Second Year	1 730.25	38.45
Third Year	1 956.60	43.48
Fourth Year	2 404.80	53.44
NQF Learnership		
Level 1	1 577.70	35.06
Level 2	1 730.25	38.45
Level 3	1 956.60	43.48
Level 4	2 404.80	53.44
CBMT		
Level 1	1 504.35	33.43
Level 2	1 878.75	41.75
Level 3	2 258.55	50.19
Level 4	2 628.90	58.42

CHAPTER 2 SETTING BONUS	
	PW
Setting bonus	5.28
MEASURING INSTRUMENT BONUS	
CHAPTER 3	
Vernier/micrometer	14.56
Tape/rule/square/sets	9.71

Provisions for Chapter 4 Operatives			GUARANTEED INCREASE	
MINIMUM	PW	PH	PW	PH
1. Op. Engine Assembler				
1st 18 Months Experienc	1 834.65	40.77	95.85	2.13
Thereafter	2 745.00	61.00	143.10	3.18
2. Operative Grade A				
1st 12 Months Experienc	1 834.65	40.77	95.85	2.13
Thereafter	2 204.10	48.98	114.75	2.55
3. Operative Grade B				
1st 6 Months Experience	1 506.60	33.48	78.75	1.75
Thereafter	1 645.65	36.57	85.95	1.91

* 7% Increase on actual earnings with effect from date of publication for Chapter 3 Establishments

Class of employee	SECTORS 1,2,3,4,5 & 7				SECTOR 6 ONLY				SECTORS 1(ch 2),2,3,4,5,& 7	
	Minimum Wages				Minimum Wages				GUARANTEED INCREASES	
	Area A		Other Areas		Area A		Other Areas			
	P W	P M	P W	P M	P W	P M	PW	P M	PW	PM
(a) Office, stores sales and	R	R	R	R	R	R	R	R	R	R
Clerical employee-										
during 1st year of experience	1 313.80	5 693.13	1 313.80	5 693.13	1 340.87	5 810.44	1 340.87	5 810.44	68.49	296.79
during 2nd year of experience	1 499.07	6 495.97	1 499.07	6 495.97	1 527.57	6 619.47	1 527.57	6 619.47	78.15	338.65
during 3rd year of experience	1 726.45	7 481.28	1 726.45	7 481.28	1 760.59	7 629.22	1 760.59	7 629.22	90.00	390.00
thereafter	2 004.38	8 685.65	2 004.38	8 685.65	2 040.80	8 843.47	2 040.80	8 843.47	104.49	452.79
(b) Motor vehicle sales person-										
During 1st year of experience	1 585.18	6 869.11	1 585.18	6 869.11	1 585.18	6 869.11	1 585.18	6 869.11	82.64	358.11
thereafter.	2 043.76	8 856.29	2 043.76	8 856.29	2 044.05	8 857.55	2 044.05	8 857.55	106.55	461.72
(c) Bookkeeper	2 577.03	11 167.13	2 577.03	11 167.13	2 599.35	11 263.85	2 599.35	11 263.85	134.35	582.18
(d) Accountant	4 383.94	18 997.07	4 383.94	18 997.07	4 441.90	19 248.23	4 438.20	19 232.20	228.55	990.38
(e) Parts salesperson -										
During 1st year of experience	1 652.26	7 159.79	1 652.26	7 159.79	1 659.07	7 189.30	1 659.07	7 189.30	86.14	373.27
thereafter	2 029.64	8 795.11	2 029.64	8 795.11	2 029.64	8 795.11	2 029.64	8 795.11	105.81	458.51

Class of Employee	All Areas		All Areas		All Areas	
	P W	P M	P W	P M	P W	P M
(f) Traveller -						
during 1st year of experience	1 659.07	7 189.30	1 659.07	7 189.30	86.49	374.79
thereafter	2 029.64	8 795.11	2 029.64	8 795.11	105.81	458.51
(g) Supply sales person -						
during 1st year of experience	1 659.07	7 189.30	1 659.07	7 189.30	86.49	374.79
during 2nd year of experience	1 900.38	8 234.98	1 900.80	8 236.80	99.07	429.30
during 3rd year of experience	2 130.25	9 231.08	2 130.25	9 231.08	111.06	481.26
thereafter	2 286.14	9 906.61	2 286.14	9 906.61	119.18	516.45
(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.