

16 February 2023

Dear Valued Member

2022/2023 PROVISIONAL PRESCRIBED WAGES

We are pleased to advise that the new wage tables for 2022/2023 have been finalised and are enclosed under Annexure "A".

Members are required to implement these increases from the date of publication of the agreements in the government gazette, which will be communicated by the RMI once publication has taken place.

SAPRA members are aware that the Department of Mineral Resources and Energy (DMRE) implemented a fuel margin adjustment effective from 07 December 2022, which means that all affected Sector-5 employers are already receiving the retail margin increases on every litre of petrol sold from the said date. Employers are therefore encouraged to make the wage adjustments even though Sector-5 increases have not been gazetted by the Department of Employment and Labour (DEL) and can therefore not be regulated by MIBCO until the date of publication.

The new Main Agreement earnings threshold has been aligned with the threshold of the Basic Conditions of Employment Act (BCEA), which is R224 080.48 per annum and will remain aligned with the BCEA when increases are announced by the Minister of the DoEL. It is important to note that independent earnings threshold clauses were added to the Motor Industry Fund Agreements as well as the Motor Industry Administrative Agreement. Up until now, only the Main Collective Agreement contained an earnings threshold which the other collective agreements referred to for application. The net effect of these changes is that all employees earning in excess of the threshold amount above, are exempt from the application of these agreements.

It is further important to note that the value of all allowances and non-wage cash components remains unchanged until 31 August 2025.

An employer that 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.

If members have any queries, kindly contact your local IR Specialist: [IR Contacts - Retail Motor Industry Organisation \(rmi.org.za\)](#)

Regards



Annexure 'A'

PRESCRIBED MINIMUM & GUARANTEED WAGE SCHEDULE : Publication to 31 Aug 2023						
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	1476.15	6396.65	1506.57	6528.47	90.09	390.39
during 2nd year of experience	1684.32	7298.72	1716.34	7437.47	102.80	445.47
during 3rd year of experience	1939.79	8405.76	1978.15	8571.98	118.39	513.02
thereafter	2252.07	9758.97	2292.99	9936.29	137.45	595.62
b) Motor vehicle sales person-						
during 1st year of experience	1781.06	7717.93	1781.06	7717.93	108.70	471.03
thereafter	2296.32	9950.72	2296.64	9952.11	140.15	607.32
c) Bookkeeper	2895.49	12547.12	2920.56	12655.76	176.72	765.79
d) Accountant	4925.69	21344.66	4990.80	21626.80	300.63	1302.73
e) Parts salesperson -						
during 1st year of experience	1856.43	8044.53	1864.09	8077.72	113.30	490.97
thereafter	2280.45	9881.95	2280.45	9881.95	139.18	603.11
f) Traveller -						
during 1st year of experience	1864.09	8077.72	1864.09	8077.72	113.77	493.00
thereafter	2280.45	9881.95	2280.45	9881.95	139.18	603.11
g) Supply sales person -						
during 1st year of experience	1864.09	8077.72	1864.09	8077.72	113.77	493.00
during 2nd year of experience	2135.22	9252.62	2135.69	9254.66	130.32	564.72
during 3rd year of experience	2393.49	10371.79	2393.49	10371.79	146.08	633.01
thereafter	2568.65	11130.82	2568.65	11130.82	156.77	679.34
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 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

PRESCRIBED MINIMUM & GUARANTEED WAGE SCHEDULE : Publication to 31 Aug 2023									
DIVISION C & D, Wages/Apprentices/Learners/Operative Provisions & Bonusses									
Employee Class			Minimum Wages		Guaranteed		Apprentices/Learners (All Chapters)		
	Sector	Chapter	PW	PH	PW	PH		PW	PH
Grade 1							3 Year Trade		
Forecourt Attendant	5	1	1746.45	38.81	121.95	2.71	First Year	1772.55	39.39
Char	5	1	1350.45	30.01	64.35	1.43	Second Year	2198.25	48.85
Parking Garage Attendant	4;7	1	1107.00	24.60	67.50	1.50	Third Year	2701.80	60.04
Grade 1	1,2,3,4,7	1,2,4,5	1164.60	25.88	71.10	1.58	4 Year Trade		
Grade 1	6	1	1219.95	27.11			First Year	1772.55	39.39
Grade 1	1	3	1291.95	28.71			Second Year	1944.00	43.20
Grade 2							Third Year	2198.25	48.85
Cashier	5	1	1795.05	39.89	85.50	1.90	Fourth Year	2701.80	60.04
Grade 2	1,2,3,4,5,7	1,2,4,5	1563.75	34.75	95.40	2.12	NQF Learnership		
Grade 2	6	1	1634.85	36.33			Level 1	1772.55	39.39
Grade 2	1	3	1701.45	37.81			Level 2	1944.00	43.20
Grade 3	1,2,3,4,7	1,2,4,5	1692.90	37.62	103.50	2.30	Level 3	2198.25	48.85
Grade 3	6	1	1755.00	39.00			Level 4	2701.80	60.04
Grade 3	1	3	1840.50	40.90			CBMT		
Grade 4	2,3,4,7	1,4,5	1849.05	41.09	112.95	2.51	Level 1	1690.20	37.56
Grade 4	6	1	1916.10	42.58			Level 2	2110.95	46.91
Grade 4	1	3	2010.15	44.67			Level 3	2537.55	56.39
Grade 5	1,2,3,4,7	1,2,4,5	2061.45	45.81	126.00	2.80	Level 4	2953.80	65.64
Grade 5	6	1	2125.35	47.23					
Grade 5	1	3	2241.90	49.82					
Grade 6	1,2,3,4,7	1,2,4,5	2476.35	55.03	151.20	3.36			
Grade 6	6	1	2530.80	56.24					
Grade 6	1	3	2690.55	59.79					
Grade 7	1,2,3,4,7	1,2,4,5	3084.30	68.54	188.10	4.18			
Grade 7	6	1	3121.20	69.36					
Grade 8	1,2,3,4,7	1,2,4,5	3526.20	78.36	215.10	4.78			
Grade 8	6	1	3565.80	79.24					
Grade 8	1	3	3833.55	85.19					
Watchman	1,2,3,4,7	1,2,4,5	1424.60	*	86.95	*			
Watchman	6	1	1475.58	*					
Watchman	1	3	1520.99	*					
Provisions for Operatives	Sector	Chapter	PW	PH	PW	PH	Bonuses		PW
Operative Engine Assembler							Setting Bonus(Chapter2)		5.57
1st 18 Months Experience	3	4	2061.45	45.81	126.00	2.80	Measuring Instrument(Chapter3)		
thereafter	3	4	3084.30	68.54	188.10	4.18	Vernier/micrometer		15.36
Operative Grade A							Tape/rule/square/sets		10.24
1st 18 Months Experience	3	4	2061.45	45.81	126.00	2.80			
thereafter	3	4	2476.35	55.03	151.20	3.36			
Operative Grade B									
1st 6 Months Experience	3	4	1692.90	37.62	103.50	2.30			
thereafter	3	4	1849.05	41.09	112.95	2.51			