



31 August 2023

Dear Valued Member,

**PRESCRIBED MINIMUM AND GUARANTEED WAGE INCREASES:
01 SEPTEMBER 2023 TO 31 AUGUST 2024**

In accordance with the MIBCO MAIN AGREEMENT Industry publication Government Gazette No.48340 R.3226, the new minimum wage rates and guaranteed wage increases will become effective on Friday 01 September 2023 and will remain in force until 31 August 2024.

Employees who earn below the prevailing National Wage Threshold (in terms of Gazette 48092 of 28 February 2023, Notice no. 3067) of **R241 110.59** (gross pay excluding overtime allowance and bonuses) are to be paid at least the amounts contained in the wage tables attached. Wage increases for those employees earning above the Threshold are at the discretion of the employer.

Wage increase exemption

Members requiring an exemption from the prescribed increases (to pay a lesser, or no actual or a guaranteed wage increase) should complete a Wage Exemption Application Form which is available from their regional MIBCO office or on the MIBCO website. The contact details for the MIBCO offices appear attached.

New Rates for Additional Holiday Pay

Grade 7	R 105,81
Grade 8	R 120,94
Apprentice year 1 (3 and 4 year contract)	R 60,86
Apprentice year 2 (4 year contract)	R 66,73
Apprentice year 2 (3 year contract)	R 67,95
Apprentice year 3 (4 year contract)	R 75,40
Last year (3 and 4 year contract)	R 92,69

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Reg. No: LR 26345



New Rates for Holiday Bonus

The Holiday Bonus amount shall be two weeks' wages, with a maximum payment of **R6 044,46** per annum for qualifying employees. Holiday Bonus for Chapter III establishments is three weeks calculated on actual wages (no capping).

New Rates for Allowances

Standby Allowance	R 89,62
Call-out Allowance	R 96,02
Tool Allowance- Apprentices	R 33,39
Tool allowance Apprentice Spray Painter -	R 0,83
Maximum allowance over 3-year period (all apprentices) -	R 5 008,61
Travel allowance per night not at home	R 72,35
Travel allowance per night S&T	R135,00
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

If you have any queries in this regard, please contact your local IR Specialist:

[IR Contacts - Retail Motor Industry Organisation \(rmi.org.za\)](http://rmi.org.za)

Regards

Jeff Molefe
DIRECTOR : LABOUR