



WAGE SCHEDULES 2016 / 2017

MIBCO WAGE INCREASES

Effective implementation date will be advised



UNDERSTANDING THE APPLICATION OF WAGES IN THE MOTOR INDUSTRY

DIVISIONS OF THE MOTOR INDUSTRY

DIVISION A

- Division A of the Main Agreement covers generic Conditions of Employment which are applicable to the motor industry other than those conditions which are specifically applicable to office, sales and clerical employees.
- Division A also contains definitions and grades of the various employees.

DIVISION B

- Division B covers all wages and conditions of employment which are applicable to office, stores, sales and clerical employees.

DIVISION C

- Division C contains minimum wages for all employees excluding office, stores, sales and clerical employees.

DIVISION C

- Division C is divided into five chapters:

- Chapter 1** The entire motor industry, other than those specifically covered in Chapters 2, 3, 4 and 5;
- Chapter 2** Vehicle body builders;
- Chapter 3** Component manufacturers;
- Chapter 4** Automotive engineering establishments;
- Chapter 5** Reconditioning establishments.

DIVISION D

- Division D covers specific sectoral issues:
Please see definition of the sectors below:

DIVISION D - SECTORS

- Sector 1** Manufacturing (Chapter III); Vehicle body builders (Chapter II);
- Sector 2** Remanufacturing;
- Sector 3** Engine reconditioning establishments;
- Sector 4** Workshops, motorcycle dealers, body repairers, tyre dealers etc;
- Sector 5** Fuel dealers;
- Sector 6** Dealerships;
- Sector 7** Parts and equipment dealers.

THRESHOLD

Only the following clauses in the Main Agreement shall apply to employees whose weekly or monthly remuneration, excluding commission on sales, is more than the rate of R183 144.33 per annum (R170 848 for the purpose of wage increase in Sector 1/Chapter III)

ADMINISTRATIVE AGREEMENT

- Clause 5 – Deduction of Earnings;
- Clause 13 – Employees Representatives on the Council;
- Clause 14 – Prohibition of Cession Benefits.

MAIN AGREEMENT – DIVISION A

- Clause 2 – Definitions;
- Clause 3 – Termination of Service;
- Clause 4 – Outwork;
- Clause 5 – Piece Work and Commission Work;
- Clause 8 – Travelling Allowance;
- Clause 11 – Sick Leave;
- Clause 13 – Retrenchment Pay;
- Clause 15 – Desertion;
- Clause 16 – Damage to Vehicle or loss of Property or Assets;
- Clause 17 – Public Holiday;
- Clause 26 – Annual Leave and Accrued Leave Pay;
- Clause 31 – Maternity Leave;
- Clause 33 – Payment of Earnings;
- Clause 35 – Certificate of Service.

GRADES OF EMPLOYEES EXCLUDING DIVISION B EMPLOYEES

Please see job categories on page 4 of this booklet in order to categorise your employees into various grades.

EXPLANATORY NOTES ABOUT WAGE INCREASES

The new wage schedule has been circulated to RMI members. Members are cautioned to treat attempts by third parties to oversimplify the wage agreement with the utmost caution as very pertinent omissions and some incorrect interpretations may be conveyed, which could confuse members and/or cost members. Members wanting to obtain further clarity regarding the application and interpretation of the wage or any other industry agreements, are encouraged to contact local RMI regional offices, where highly skilled legal teams are deployed, offering trade-specific advice and assistance in the application of these wage regulatory measures. You will find the contact details of the RMI regional offices on the back page of the booklet. Members are requested to note the following specific aspects of wage agreements that deserve careful attention:

What is the difference between actual and guaranteed wage increases?

Actual wage increase applies to Sector 1 (Chapter III only) of the industry i.e. component manufacturers, and implies a percentage increase on the wage that the employee earns, irrespective of whether that employee earns the minimum wage or not. Guaranteed increase on the other hand, is calculated by applying the percentage increase to the old minimum wage, converting that calculation to a cash value, and applying those cash values to the wage that a specific employee earns. These cash values, calculated for each grade of employment, are the increases applicable to the entire industry except Sector 6 and Chapter III and can be obtained by looking at the guaranteed wage increase schedule. The intention of guaranteed increases is not to penalise those members who pay their employees more than the minimum wage, which will happen if the percentages are applied across the board.

Who is legally entitled to a wage increase?

Only those employees who earn wages/salaries (gross before overtime allowance and bonuses) below the new threshold of R 1183 144.33 per year (R170 848 for the purpose of wage increases in Sector 1/Chapter III) are legally entitled to the increase specified in the Wage Table found on pages 5, 6 and 7 of the booklet. Wage increases to those employees earning above the specified threshold are at the discretion of management.

May I offset an increase already given?

A member, who has granted increases over and above the prescribed increase during the preceding twelve months, may offset those increases against the increase set out in the schedule below, however no wage increases may be offset on more than one occasion.

What are the additional holiday bonus provisions?

All employees, except journeymen and apprentices, earning below the income threshold specified above, are entitled to an annual bonus equal to two weeks' basic wages or a maximum of R5 196.35, whichever amount is lesser. Journeymen and apprentices receive their Additional Holiday Pay annually from MIBCO and the member is therefore not obliged to pay it to these employees directly (these amounts are paid monthly to MIBCO through the returns-system.)

What are the standby and call-out allowance provisions?

Any member may require a journeyman or administrative/sales employee to 'standby' on any Saturday and/or Sunday, however, such an employee shall be entitled to notice, in writing, of not less than one week to that effect. Whenever an employee is required to stand by, he or she shall be paid, irrespective of whether he or she is required to work while on 'standby', a 'standby' allowance of not less than R80.52 in respect of each day on which he or she is required to so 'standby'. Members may call out a journeyman or an administrative/sales employee to work prior to his or her normal starting time or after normal finishing time on any day of the week. However, a call-out allowance of R86.27 shall be paid in each case where such an employee is called out. A call-out allowance may not be paid to an employee in respect of the first call out whilst such employee is paid a standby allowance for that day.

MINIMUM WAGES

Minimum wages mean that an employer may not pay less than that which is prescribed for the particular grade or category of employee, unless the employer has obtained an exception from MIBCO. Please note that Dealerships (Sector 6) employees have higher minimum wages than the rest of the industry.

GUARANTEED MONETARY INCREASES

Guaranteed monetary increases – the minimum monetary value of increases to be granted to employees who are earning above the minimum prescribed increases at the time when the Agreement becomes effective. Guaranteed monetary increases are not applicable in Dealerships (Sector 6) and Component Manufacturers (Chapter III).

ACTUAL INCREASES – CHAPTER III

Component manufacturing establishments (Chapter III) grant actual percentage increases to all employees who are at the threshold of R170 848 per annum or less.

DEFINITION OF SECTORS AND GRADES IN DIVISION C

Sector 1 Manufacturing establishments, i.e. vehicle body builders, trailers and caravan manufacturers and warranty repairs, vehicle

components and accessories; fibre glass component manufactures, repairs and sales.

Sector 2 Re-manufacturing (production) establishments, i.e. component re-manufacturers; brake, clutch and radiator re-manufacturers; drive-train and steering re-manufacturers.

Sector 3 Re-conditioning establishments, i.e. automotive engineers; fuel- injection/diesel pump; gearbox/transmission; turbochargers and spring smiths.

Sector 4 Service and repair establishments, i.e. motorcycle sales and repairs, batteries, tyre sales, repairs and wheel alignment, tyre re-treaders, exhaust, tow-bar and shock absorber fitters; radio, alarm and immobiliser fitters; sunroof fitters; air-conditioning; body repairers, upholsterers and motor trimmers; auto electrical repairers; auto-valet and steam cleaners; prop-shaft and cv-joint repairers; motor plastic component repairers, glass fitters; carburettor sales and repairs; drive-train fitters and repairers; steering fitters and repairers; motor vehicle, bus, truck and tractor repairers.

Sector 5 Fuel dealers, service stations and related establishments.

Sector 6 Dealer sales and distribution establishments, i.e. used motor vehicle, bus, truck and tractor sales repairers; franchised motor vehicle bus, truck, tractors and parts sales and repairers; caravan sales repairers; agricultural sales and repairs.

Sector 7 Automotive parts, accessories, equipment and tools establishments, i.e. motor parts, accessories, equipment and tools, auto-breakers and used parts dealer establishments.

JOB CATEGORIES

This table enables you to categorise your employees into various grades and divisions. Simply look up the job description and establish into which grade that falls. Then use the wage booklet on these pages to establish the prescribed minimum wage according to the different grades.

Grade 1 Char, forecourt attendant.

Grade 2 Driver of motorcycle or scooter, general operative, general worker, Grade D employee; 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; 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 3I 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.

Grade 6 Clutch and brake operative; machine setter; operative Grade A; senior quality controller; supervisor Grade 5 wheel alignment worker.

Grade 7 B/A journeyman, exempted journeyman; operative engine assembler.

Grade 8 Journeyman, service supply salesman.

Annexure A
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 employees				
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 persons				
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 sales persons				
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	* 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.	
Thereafter	1 680.35	7 281.51		
(g) Supply sales persons				
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	*	*		

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 employees				
During first year of experience	1 110.11	4 810.48	1 110.11	4 810.48
During second year of experience	1 264.68	5 480.28	1 264.68	5 480.28
During third year of experience	1 457.61	6 316.31	1 457.61	6 316.31
Thereafter	1 689.59	7 321.55	1 689.59	7 321.55
(b) Motor vehicle sales persons				
During first year of experience	1 312.37	5 686.94	1 312.37	5 686.94
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 sales persons				
During first year of experience	1 373.55	5 952.05	1 373.55	5 952.05
Thereafter	1 680.35	7 281.51	1 680.35	7 281.51
(f) Traveller				
During first year of experience	1 373.55	5 952.05	* 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.	
Thereafter	1 680.35	7 281.51		
(g) Supply sales persons				
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	1 763.64	7 642.44		
Thereafter	1 892.71	8 201.74		
(h) Part-time employees	*	*		

DIVISION C

APPRENTICE AND LEARNERSHIP WAGES

Class of Employee	All Areas	
	Per week	Per hour
APPRENTICES		
Three year trades		
First year	1 306.35	29.03
Second year	1 619.55	35.99
Third year	1 990.80	44.24
Four year trades		
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
CBMT		
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
NQF Learnerships		
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 4, 5 & 7**

Class of employees	Area A		Other areas	
	per hour	per week	per hour	per week
Grade 1				
Char	19.07	858.15	19.07	858.15
Parking garage attendant	14.61	657.45	14.61	657.45
Grade 2				
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 wheel balancing	25.61	1 152.45	25.27	1 137.15
Grade 3				
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 motor vehicle, 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
Scooter worker	27.71	1 246.95	27.71	1 246.95
Grade 4				
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 wheel balancing	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
Grade 5				
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 air-conditioner 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. electrical wiring)	33.75	1 518.75	33.75	1 518.75
Trainee suspension fitter	33.75	1 518.75	33.75	1 518.75
Grade 6				
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

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

Class of employees	Area A	
	per hour	per week
Grade 7		
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
Grade 8		
Service supply salesman	57.74	2 598.30
Journeyman	57.74	2 598.30
Other employees		
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
Grade 1				
Forecourt attendant	25.03	1 126.35	25.03	1 126.35
Char	20.00	900.00	20.00	900.00
Grade 2				
Cashier	26.83	1 207.35	26.35	1 185.75

**DIVISION C
SECTORS 6 ONLY**

Class of Employee	A Areas		Other Areas	
	Per week	Per hour	Per week	Per hour
Grade 1				
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
Grade 1				
Forecourt attendant	1 126.35	25.03		
Grade 7	2 299.50	51.10		
Grade 8	2 627.10	58.38		
Watchman	1 087.27	No hourly rate		

**DIVISION C
CHAPTER II**

CLASS OF EMPLOYEE	WAGES PER WEEK (All Areas)	WAGES PER HOUR (All Areas)
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		
<u>Three year trades</u>		
First year	1 306.35	29.03
Second year	1 619.55	35.99
Third year	1 990.80	44.24
<u>Four year trades</u>		
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
CBMT		
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
NQF Learnerships		
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 - Char	858.15	19.07	858.15	19.07
Grade 2	1 152.45	25.61	1 152.45	25.61
Grade 3	1 246.95	27.71	1 246.95	27.71
Grade 4	1 362.15	30.27	1 362.15	30.27
Grade 5	1 518.75	33.75	1 518.75	33.75
Grade 6	1 824.75	40.55	1 824.75	40.55
Grade 7	2 272.50	50.50		
Grade 8	2 598.30	57.74		
Watchman	1 049.71	No hourly rate		
Apprentices			Operative engine assembler 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)	
<u>Three year trades</u>				
First year	1 306.35	29.03		
Second year	1 619.55	35.99		
Third year	1 990.80	44.24		
<u>Four year trades</u>				
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		
CBMT			Operative, Grade A For the first 12 months of experience R 1 518.75 per week (R33.75 per hour) Thereafter R 1 824.75 per week (R40.55 per hour)	
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		
NQF Learnerships			Operative, Grade B For the first 6 months of experience R 1 246.95 per week (R27.71 per hour) Thereafter R 1 362.15 per week (R30.27 per hour)	
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**

CLASS OF EMPLOYEE	WAGES PER WEEK (All Areas)	WAGES PER HOUR (All Areas)
Grade 1 - Char	904.05	20.09
Grade 2	1 190.70	26.46
Grade 8	2 682.90	59.62
CLASS OF EMPLOYEE	OPERATIVES WHO MAY QUALIFY FOR SETTING BONUS	
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
Class of Employee	All Areas	
Apprentices		
<u>Three year trades</u>		
First year	1 306.35	29.03
Second year	1 619.55	35.99
Third year	1 990.80	44.24
<u>Four year trades</u>		
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
CBMT		
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
NQF Learnerships		
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 V**

CLASS OF EMPLOYEE	WAGES PER WEEK (All Areas)	WAGES PER HOUR (All Areas)
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
Operatives		
Grade 4	1 362.15	30.27
Grade 5	1 518.75	33.75
Apprentices		
<u>Three year trades</u>		
First year	1 306.35	29.03
Second year	1 619.55	35.99
Third year	1 990.80	44.24
<u>Four year trades</u>		
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
CBMT		
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
NQF Learnerships		
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

Annexure "B"
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 employees		
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 persons		
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 sales persons		
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 persons		
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
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 2: CHAPTER V

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 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

DIVISION C
SECTORS 4, 5, and 7

Class of employee	Guaranteed Increases	
	All areas	
	Per week	Per month
Grade 1		
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
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 3: CHAPTER IV

Class of Employee	Guaranteed Increases	
	All Areas	
	Per week	Per hour
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
Watchman	68.67	No hourly rate

Operative engine assembler
For the first 18 months of experience
R99.45 per week (R2.21 per hour)
Thereafter
R148.50 per week (R3.30 per hour)

Operative, Grade A
For the first 12 months of experience
R99.45 per week (R2.21 per hour)
Thereafter
R119.25 per week (R2.65 per hour)

Operative, Grade 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)

For further information please contact your local RMI regional office

Johannesburg

Tel: (011) 886 6300

Regional Manager: Jeff Molefe

IR specialist: Theresia Mofolo

Durban

Tel: (031) 266 7031

Regional Manager: Julian Pillay

IR specialist: Janina Kalidass

Cape Town

Tel: (021) 939 9440

Regional Manager: Joy Oldale

IR specialist: Brent Barichiev

IR specialist: Johanita Olivier

Pretoria

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Regional Manager: Pieter Niemand

IR specialist: Euphemia Faro

Bloemfontein

Tel: (051) 430 3294

Regional Manager: Louis van Huyssteen

IR specialist: Jacques Viljoen

Port Elizabeth

Tel: (041) 364 0070

Regional Manager: Erwin Stroebel

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