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**GOVERNMENT NOTICE**

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**DEPARTMENT OF LABOUR****No. R. 31****28 January 2011****LABOUR RELATIONS ACT, 1995****MOTOR INDUSTRY BARGAINING COUNCIL – MIBCO: EXTENSION TO NON-PARTIES  
OF MAIN COLLECTIVE AMENDING AGREEMENT**

I, **MILDRED NELISIWE OLIPHANT**, Minister of Labour, hereby in terms of section 32(2) of the Labour Relations Act, 1995, declare that the Collective Agreement which appears in the Schedule hereto, which was concluded in the **Motor Industry Bargaining Council – MIBCO**, and is binding in terms of section 31 of the Labour Relations Act, 1995, on the parties which concluded the Agreement, shall be binding on the other employers and employees in that Industry with effect from **7 February 2011** and for the period ending 31 August 2013.

**MILDRED NELISIWE OLIPHANT  
MINISTER OF LABOUR**

**UMNYANGO WEZABASEBENZI**

No. R. 31

28 January 2011

**UMTHETHO WOBUDLELWANE WEZABASEBENZI KA-1995**

**UMKHANDLU WOKUXOXISANA PHAKATHI KWABAQASHI NABASEBENZI BEMBONI YEZIMOTO: UKULWELELWA KWESIVUMELWANO SOKUCHIBIYELA ESIYINGQIKITHI SABAQASHI NABASEBENZI SELULELWA KULABO ABANGEYONA NGXENYE YESIVUMELWANO**

Mina, **MILDRED NELISIWE OLIPHANT**, ungqongqoshe Wezabasebenzi, ngokwesigaba-32(2) soMthetho wobudlelwano Kwezabasebenzi ka-1995, ngazisa ukuthi isiVumelwano sabaqashi nabasebenzi esitholakala kwisheduli yesingisi exhunywe lapha, esenziwa uMkhandlu Wokuxoxisana phakathi Kwabaqashi Nabasebenzi **Embonini Yezimoto**, futhi ngokwesigaba 31 soMthetho Wobudlelwano kwezabasebenzi, ka 1995 esibopha labo abasenzayo, sizobopha bonke abanye abqashi nabasebenzi kuleyoMboni, kusukela ngomhlaka **7 kuNhlolanja 2011** kuze kube ngu 31 Ncwaba 2013.

**MILDRED NELISIWE OLIPHANT**  
**UNGQONGQOSHE WEZABASEBENZI**

## **SCHEDULE**

### **MOTOR INDUSTRY BARGAINING COUNCIL - MIBCO AMENDING MAIN COLLECTIVE AGREEMENT**

in accordance with the provisions of the Labour Relations Act, 1995, made and entered into by and between the

**Retail Motor Industry Organisation - RMI**

and the

**Fuel Retailers' Association of South Africa**

(hereinafter referred to as the "employers" or the "employers' organisations"), of the one part, and the

**National Union of Metalworkers of South Africa,**

(hereinafter referred to as the "employees" or the "trade union"), of the other part, being a party to the Motor Industry Bargaining Council - MIBCO

### **PREAMBLE**

#### **1. PERIOD OF OPERATION OF AGREEMENT**

- (1) This Agreement shall come into operation for the parties as follows:
  - (a) Chapter III – 1 September 2010
  - (b) Sector 5 – 6 October 2010
  - (c) All other sectors/chapters – 1 October 2010.
- (2) For the non-parties on such date as may be fixed by the Minister of Labour and shall remain in force until 31 August 2013.

#### **2. CENTRALIZED BARGAINING**

Bargaining within the Motor Industry, as defined in the Main Collective Agreement, takes place at centralized level. There shall be no two-tier bargaining on any matter of mutual interest, other than in Sector 6 where the Parties may engage in plant level negotiations on actual wages.

#### **3. APPLICATION OF BASIC CONDITIONS OF EMPLOYMENT ACT (ACT No 75 OF 1997)**

The Parties agree that whenever any amendments are effected to the Sections identified by Section 49(1) of the Basic Conditions of Employment Act (Act No.75 of 1997), all corresponding clauses in the Agreement must be amended accordingly.

#### **4. PEACE CLAUSE**

- (a) The Parties agree not to embark on and/or participate in any form of industrial action as a result of any dispute on wage and/or salary adjustments and other conditions of employment relating to any sector or chapter in this Agreement: Provided that an employer has implemented the wage and/or salary adjustments and other agreed conditions of employment matters on or before promulgation. Participation in any form of industrial action after the date of the settlement agreement until 31 August 2013 shall be unprotected.
- (b) Provided further, that Bargaining within the Motor Industry, as defined in the Main Collective Agreement, takes place at centralized level. There shall be no two-tier bargaining on any matter of mutual interest, other than in Sector 6 where the Parties may engage in plant level negotiations on actual wages which negotiations shall be governed by the provisions of the LRA and shall not be conducted under the auspices of MIBCO. In particular, this clause shall not impact on the DRC jurisdiction to entertain disputes referred to it, arising out of such negotiations at plant level in respect of Sector 6 establishments.

### **DIVISION A**

#### **1. CLAUSE 1: SCOPE OF APPLICATION**

- (1) The terms of this Agreement shall be observed in the Motor Industry -
  - (a) throughout the Republic of South Africa, excluding Magisterial of Somerset West, occupied by the Cape Explosives (Ltd).
  - (b) by the employers and the employees in the Motor Industry who are members of the employers' organisations and the trade unions, respectively.
- (2) Notwithstanding the provisions of subclause (1), the provisions of this Agreement shall apply to -
  - (a) apprentices only in so far as they are not inconsistent with the provisions of or any conditions fixed under the Manpower Training Act, 1981, and learners in terms of Chapter IV of the Skills Development Act, Act. No. 97 of 1998; and
  - (b) trainees undergoing training under the Manpower Training Act, 1981, only in so far as they are not inconsistent with the provisions of or any conditions fixed under that Act.
- (3) (a) Notwithstanding the provisions of subclauses (1) and (2), the provisions of the Agreement as set out in the Schedule to this subclause shall apply only to employees for as long as their weekly or monthly remuneration, excluding commission on sales, exceeds the rate of –

in Area A –  
 for the period 1 October 2010 to 31 August 2011 – R126 912 per annum  
 for the period 1 September 2011 to 31 August 2012 – R 138 324 per annum  
 for the period 1 September 2012 to 31 August 2013 – R149 736 per annum

in Other Areas  
 for the period 1 October 2010 to 31 August 2011 – R108 884 per annum  
 for the period 1 September 2011 to 31 August 2012 – R119 568 per annum  
 for the period 1 September 2012 to 31 August 2013 – R130 252 per annum

## SCHEDULE

### ADMINISTRATIVE AGREEMENT

Clause 5	-	Deductions from Earnings
Clause 13	-	Employees' Representatives on the Council
Clause 14	-	Prohibition of Cession of 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 Vehicles or Loss of Property or Assets
Clause 17	-	Public Holidays
Clause 26	-	Annual Leave and Accrued Leave Pay
Clause 31	-	Maternity Leave
Clause 33	-	Payment of Earnings
Clause 35	-	Certificate of Service

- (b) Notwithstanding the provision of subclause (3)(a) of this clause or any other provisions to the contrary, employees earning in excess of-  
 in Area A –  
 for the period 1 October 2010 to 31 August 2011 – R126 912 per annum;  
 for the period 1 September 2011 to 31 August 2012 – R 138 324 per annum; and  
 for the period 1 September 2012 to 31 August 2013 – R149 736 per annum.

**in Other Areas**

for the period 1 October 2010 to 31 August 2011 – R108 884 per annum;  
 for the period 1 September 2011 to 31 August 2012 – R119 568 per annum; and  
 for the period 1 September 2012 to 31 August 2013 – R130 252 per annum.

excluding commission on sales, shall not be required to work overtime other than on a voluntary basis, free from any form of coercion, intimidation or victimisation.

- (4) Notwithstanding the provisions of subclause (3) of this clause, the provisions of clause 11 of the Administrative Agreement shall apply to employees who are members of the National Union of Metalworkers of South Africa or MISA, regardless of their earnings.
- (5) The provisions of clause 27 (10) of this Division shall be applicable to all employees excluding commission on sales receiving up to –

**In Areas A**

from 1 October 2010 to 31 August 2011 – R10 576,00 per month (R2 440,62 per week)

from 1 September 2011 to 31 August 2012 – R11 527,00 per month (R2 660,08 per week)

from 1 September 2012 to 31 August 2013 – R12 478,00 per month (R2 879,54 per week)

**In other areas –**

from 1 October 2010 to 31 August 2011 – R9 073,67 per month (R2 093,92 per week)

from 1 September 2011 to 31 August 2012 – R9 964,00 per month (R2 299,38 per week)

from 1 September 2012 to 21 August 2013 – R10 854,33 per month (R2 504,85 per week)

- (6) Clause 1 of the Preamble, Clauses 1(1)(b) of the Scope of Division A, shall not apply to employers and employees who are not members of the employers' organisations and trade unions, respectively.

**2. CLAUSE 2 – DEFINITIONS**

- (1) Insert “cashier” in the definition of “grade 2 employee”.

**3. CLAUSE 9 : SPECIAL PROVISIONS RELATING TO WATCHMEN**

- (1) Substitute the following for subclause (3):



“(3) The minimum wage which shall be paid by an employer to a watchman shall be –

- (i) From 1 October 2010 to 31 August 2011 – R667,73 per week
- (ii) For the period 1 September 2011 to 31 August 2012 – R721,15 per week
- (iii) For the period 1 September 2012 to 31 August 2013 – R771,63 per week

and no watchman shall accept a wage lower than this: Provided that whenever, on the instructions of his employer, a watchman carries out the physical searching of any person or vehicle entering or leaving his employer's premises, he shall be paid an allowance of R5,00 per week in addition to his normal wage.

**[NOTE: Guaranteed Wage Increases:**

An employer must pay his employees who are earning above the prescribed minimum wages from the effective date of this Agreement, the guaranteed wage increases as set out in Division D of this Agreement.”

**4. CLAUSE 11: SICK LEAVE**

(1) Substitute the following for sub-clause (7) (a) and (7) (b):

“(a) A person who is required by his employer to produce a medical certificate if he has been absent from work for more than one day or more than two occasions during an 8 week period, shall produce such medical certificate as issued and signed by a medical practitioner or any other person who is certified to diagnose and treat patients and who is registered with the Professional Council established by an Act of Parliament within a period of not more than two days after his return to duty or such employee shall forfeit his right to sick pay; provided that where the employee is absent from work as a result of sick leave on any day or days from Friday to Monday (inclusive ) and such day/days form part of his normal working week, he shall be required to produce such a medical certificate for such day/days”

(b) “Provided further that should any person be absent the day before or after a Public Holiday he shall be required to produce such a medical certificate for such day/days”

**5. CLAUSE 12: ADDITIONAL HOLIDAY PAY FOR APPRENTICES**

(1) Substitute the following for subclause (1)(a) and (b) -

“(a) Every employer shall in respect of every apprentice and trainee undergoing training under the Manpower Training Act, 1981, employed by him pay additional holiday pay for each week of employment as follows:

- (a) In the case of apprentices who have entered into three year contracts of apprenticeship:
- (i) From 1 October 2010 to 31 August 2011:
- |                             |        |
|-----------------------------|--------|
| For first year of contract  | R30,26 |
| For second year of contract | R37,51 |
| For third year of contract  | R46,10 |
- (ii) For the period 1 September 2011 to 31 August 2012:
- |                             |        |
|-----------------------------|--------|
| For first year of contract  | R33,59 |
| For second year of contract | R37,51 |
| For third year of contract  | R51,17 |
- (iii) For the period 1 September 2012 to 31 August 2013:
- |                             |        |
|-----------------------------|--------|
| For first year of contract  | R36,95 |
| For second year of contract | R41,26 |
| For third year of contract  | R56,29 |
- (b) In the case of apprentices who have entered into four year contracts of apprenticeship:
- (i) From 1 October 2010 to 31 August 2011
- |                             |        |
|-----------------------------|--------|
| For first year of contract  | R30,26 |
| For second year of contract | R33,19 |
| For third year of contract  | R37,51 |
| For fourth year of contract | R46,10 |
- (ii) For the period 1 September 2011 to 31 August 2012:
- |                             |        |
|-----------------------------|--------|
| For first year of contract  | R33,59 |
| For second year of contract | R36,84 |
| For third year of contract  | R41,64 |
| For fourth year of contract | R51,17 |
- (iii) For the period 1 September 2012 to 31 August 2013:
- |                             |        |
|-----------------------------|--------|
| For first year of contract  | R36,95 |
| For second year of contract | R40,52 |
| For third year of contract  | R45,80 |
| For fourth year of contract | R56,29 |

#### 5. CLAUSE 13: RETRENCHMENT PAY

- (1) In the 4<sup>th</sup> line of subclause (1), delete the words "for the next 12 completed years": and insert the word "thereafter" .

#### 6. CLAUSE 27: ADDITIONAL HOLIDAY PAY

- (1) Substitute the following for the additional holiday pay payable in terms of subclauses (1)(a) and (1)(b) of this clause:

**Payable in respect of a Grade 7 employee:**

- (i) From 1 October 2010 to **31 August 2011**: R55,60 per week
- (ii) For the period **1 September 2011 to 31 August 2012**: R60,05 per week
- (iii) For the period **1 September 2012 to 31 August 2013**: R64,25 per week.

**Payable in respect of a Grade 8 employee:**

- (i) From 1 October 2010 to **31 August 2011**: R63,56 per week
- (ii) For the period **1 September 2011 to 31 August 2012**: R68,64 per week
- (iii) For the period **1 September 2012 to 31 August 2013**: R73,44 per week.

- (2) Substitute the following for the maximum amount payable per annum referred to in subclause (10)(b) of this clause:
  - (a) From 1 October 2010 to **31 August 2011**: R3 304,80 per annum
  - (b) For the period **1 September 2011 to 31 August 2012**: R3 569,40 per annum.
  - (c) For the period **1 September 2012 to 31 August 2013**: R3 819,60 per annum.

**7. CLAUSE 38 : TEMPORARY EMPLOYMENT SERVICE**

- (1) (a) Insert the following paragraphs in sub-clause (1):

“(c) Temporary employment services shall be registered with MIBCO and CIPRO in order to operate within the Motor Industry”

“(d) Temporary employment services shall comply with the Industry Social Security Benefits Agreements and fund rules.

- (2) Insert the following new sub-clauses after sub-clause 1

“(5) Notwithstanding anything else in this clause no employer operating in sector 5 will have any of their core work force belonging to temporary employment services by the end of February 2012.

“(6) Notwithstanding anything else in this clause for all employers operating in the rest of the industry no employer will have more than 35% of their core work force consisting of temporary employment services by the end of August 2013.

“(7) this Agreement shall not restrict the Parties rights to pursue the temporary employment services issue at any further NEDLAC processes”

**DIVISION B****1. CLAUSE 1: SCOPE OF APPLICATION**

(1) Substitute the following for subclause (2)(a) -

(2)(a) Notwithstanding the provisions of subclause (1) the provisions of the Agreement as set out in the Schedule to this subclause shall apply only to office, stores, sales and clerical employees for as long as their weekly or monthly remuneration, excluding commission on sales, exceeds the rate of -

in Area A -

for the period 1 October 2010 to 31 August 2011 - R126 912 per annum  
 for the period 1 September 2011 to 31 August 2012 - R 138 324 per annum  
 for the period 1 September 2012 to 31 August 2013 - R149 736 per annum

in Other Areas

for the period 1 October 2010 to 31 August 2011 - R108 884 per annum  
 for the period 1 September 2011 to 31 August 2012 - R119 568 per annum  
 for the period 1 September 2012 to 31 August 2013 - R130 252 per annum

**SCHEDULE****ADMINISTRATIVE AGREEMENT**

Clause 5 - Deductions from Earnings  
 Clause 13 - Employees' Representatives on the Council  
 Clause 14 - Prohibition of Cession of Benefits

**MAIN AGREEMENT - DIVISION A**

Clause 2 - Definitions  
 Clause 4 - Outwork  
 Clause 5 - Piece Work and Commission Work  
 Clause 8 - Travelling Allowances  
 Clause 11 - Sick Leave  
 Clause 15 - Desertion  
 Clause 16 - Damage to Vehicles and/or loss of Property and/or Assets  
 Clause 17 - Public Holidays  
 Clause 31 - Maternity Leave  
 Clause 33 - Payment of Earnings  
 Clause 35 - Certificate of Service

**MAIN AGREEMENT - DIVISION B**

Clause 1	-	Scope of Application
Clause 2	-	Definitions
Clause 8	-	Annual Leave
Clause 10	-	Termination of Service
Clause 12	-	Retrenchment Pay

(2) Substitute the following for subclause (2)(b):

“(b) Notwithstanding the provision of subclause (2)(a) of this clause or any other provisions to the contrary, employees earning in excess of-

in Area A –

for the period 1 October 2010 to 31 August 2011 – R126 912 per annum

for the period 1 September 2011 to 31 August 2012 – R 138 324 per annum

for the period 1 September 2012 to 31 August 2013 – R149 736 per annum

in Other Areas

for the period 1 October 2010 to 31 August 2011 – R108 884 per annum

for the period 1 September 2011 to 31 August 2012 – R119 568 per annum

for the period 1 September 2012 to 31 August 2013 – R130 252 per annum

excluding commission on sales, shall not be required to work overtime other than on a voluntary basis, free from any form of coercion, intimidation or victimisation.

(3) Substitute the following for subclause (4)(b):

“(b) The provisions of clause 27 (10) of this Division shall be applicable to all employees excluding commission on sales receiving up to –

In Area A

from 1 October 2010 to 31 August 2011 – R10 576 per month (R2 440,62 per week)

from 1 September 2011 to 31 August 2012 – R11 527 per month (R2 660,08 per week)

from 1 September 2012 to 31 August 2013 – R12 478 per month (R2 879,54 per week)

in other areas –

from 1 October 2010 to 31 August 2011 – R9 073,67 per month (R2 093,92 per week)

from 1 September 2011 to 31 August 2012 – R9 964,00 per month (R2 299,38 per week)

from 1 September 2012 to 31 August 2013 – R10 854,33 per month (R2 504,85 per week)

- (4) Insert the following note after subclause (5).

**NOTE:** Division B employees employed at Chapter III establishments who earn less than R115 500 per annum will be eligible for annual increases as stipulated in Division C Chapter III Clause 4. The threshold of R115 500 to remain for the duration of the Agreement ending 31 August 2013.

## 2. CLAUSE 3: WAGES

- (1) Insert the following note at the beginning of this Clause:

**NOTE:** If the CPI in respect of the month of June of the applicable year exceeds the percentage increase the higher percentage shall apply.

- (2) Substitute the following for subclause (1):

- (1) (a) From **1 October 2010 to 31 August 2011** the following minimum wages shall be paid by an employer to each of the employees of the classes specified in the following Wage Schedule in the area of the Region in which his establishment is situated, and no employee shall accept a wage lower than that specified for his class in such area:

### WAGE SCHEDULE : SECTORS 1, 2, 3, 4, 5 and 7

Class of employee	Minimum Wages			
	Area A		Other Areas	
	Per week	Per month	Per week	Per month
(a) Office, stores, sales and clerical employee -				
during first year of experience	691,90	2 998,23	659,78	2 859,05
during second year of experience	789,47	3 421,04	750,49	3 252,12
during third year of experience	909,22	3 939,95	865,43	3 750,20
thereafter	1 055,59	4 574,22	999,83	4 332,60

(b) Motor vehicle sales person -				
during first year of experience	834,82	3 617,55	791,19	3 428,49
thereafter	1 076,48	4 664,75	1 012,82	4 388,89
(c) Bookkeeper	1 357,17	5 881,07	1 292,48	5 600,75
(d) Accountant	2 308,77	10 004,67	2 196,42	9 517,82
(e) Parts salesperson -				
during first year of experience	870,15	3 770,69	831,10	3 601,43
thereafter	1 068,89	4 631,86	1 011,07	4 381,30

Class of Employee	All Areas	
	Per week	Per month
(f) Traveller -		
during first year of experience	873,74	3 786,21
thereafter	1 068,89	4 631,86
(g) Supply sales person -		
during first year of experience	873,74	3 786,21
during second year of experience	1 000,82	4 336,89
during third year of experience	1 121,88	4 861,48
thereafter	1 203,98	5 217,25
(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 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.

**[Note:** 1. For minimum prescribed wages in respect of Sector 6 please refer to clause 3(2) of Division D of this Agreement.

**2. Guaranteed Wage Increases**

An employer shall pay his employees who are earning above the prescribed minimum wages from the effective date of this Agreement, the guaranteed wage increases as set out in Division D of this Agreement.]

- (3) (b) For the period **1 September 2011 to 31 August 2012**, the following minimum wages shall be paid by an employer to each of the employees of the classes specified in the following Wage Schedule in the area of the Region in which his establishment is situated, and no employee shall accept a wage lower than that specified for his class in such area:

Class of employee	Minimum Wages			
	Area A		Other Areas	
	Per week	Per month	Per week	Per month
(a) Office, stores, sales and clerical employee -				
during first year of experience	747,25	3238,08	722,28	3 129,88
during second year of experience	852,63	3 694,73	821,79	3 561,09
during third year of experience	981,96	4 255,16	947,55	4 106,05
thereafter	1 140,04	4 940,17	1 095,12	4 745,52
(b) Motor vehicle sales person -				
during first year of experience	901,61	3 906,98	866,56	3 755,09
thereafter	1 162,60	5 037,93	1 109,93	4 809,70
(c) Bookkeeper	1 465,74	6 351,54	1 415,06	6 131,93
(d) Accountant	2 493,47	10 805,04	2 404,93	10 421,36
(e) Parts salesperson -				
during first year of experience	939,76	4 072,29	909,72	3 942,12
thereafter	1 154,40	5 002,40	1 107,55	4 799,38

Class of Employee	All Areas	
	Per week	Per month
(f) Traveller -		
during first year of experience	943,64	4 089,11
thereafter	1 154,40	5 002,40
(g) Supply sales person -		
during first year of experience	943,64	4 089,11
during second year of experience	1 080,89	4 683,86
during third year of experience	1 211,63	5 250,40
thereafter	1 300,30	5 634,63
(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 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.

[Note: 1. For minimum prescribed wages in respect of Sector 6 please refer to clause 3(2) of Division D of this Agreement.



## 2. Guaranteed Wage Increases

An employer shall pay his employees who are earning above the prescribed minimum wages from the effective date of this Agreement, the guaranteed wage increases as set out in Division D of this Agreement.]

- (4) (c) For the period **1 September 2012 to 31 August 2013**, the following minimum wages shall be paid by an employer to each of the employees of the classes specified in the following Wage Schedule in the area of the Region in which his establishment is situated, and no employee shall accept a wage lower than that specified for his class in such area:

Class of employee	Minimum Wages			
	Area A		Other Areas	
	Per week	Per month	Per week	Per month
(a) Office, stores, sales and clerical employee -				
during first year of experience	799,56	3 464,76	782,34	3 390,14
during second year of experience	912,31	3 953,34	890,28	3 857,88
during third year of experience	1 050,70	4 553,03	1 026,45	4 449,95
thereafter	1 219,84	5 285,97	1 186,67	5 142,24
(b) Motor vehicle sales person -				
during first year of experience	964,72	4 180,45	938,76	4 067,96
thereafter	1 243,81	5 389,84	1 203,21	5 213,91
(c) Bookkeeper	1 568,34	6 796,14	1 532,84	6 642,31
(d) Accountant	2 668,01	11 561,38	2 605,26	11 289,46
(e) Parts salesperson -				
during first year of experience	1 005,54	4 357,34	985,26	4 269,46
thereafter	1 235,21	5 352,58	1 200,24	5 201,04
Class of Employee	All Areas			
	Per week		Per month	
(f) Traveller -				
during first year of experience			1 009,69	4 375,32
thereafter			1 235,21	5 352,58
(g) Supply sales person -				
during first year of experience			1 009,69	4 375,32
during second year of experience			1 156,55	5 011,72
during third year of experience			1 296,44	5 617,91
thereafter			1 391,32	6 029,05
(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 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.

**[Note:** 1. For minimum prescribed wages in respect of Sector 6 please refer to clause 3(2) of Division D of this Agreement.

**2. Guaranteed Wage Increases**

An employer shall pay his employees who are earning above the prescribed minimum wages from the effective date of this Agreement, the guaranteed wage increases as set out in Division D of this Agreement.]

**3. CLAUSE 8 : ANNUAL LEAVE**

(1) Substitute the following for the maximum amount payable per annum referred to in sub clause (13)(b) of this clause:

“(i) From 1 October 2010 to **31 August 2011**: R3 304,80 per annum

(ii) For the period **1 September 2011 to 31 August 2012**: R3 569,40 per annum.

(iii) For the period **1 September 2012 to 31 August 2013**: R3 819,60 per annum”.

**4. CLAUSE 12: RETRENCHMENT PAY**

(1) In the 4<sup>th</sup> line of subclause (1), delete the words “for the next 12 completed years”: and insert the word “thereafter”.

**DIVISION C**

**CHAPTER I**

**1. CLAUSE 2: DEFINITIONS**

Add the following definition between the definitions of “body shop assistant” and “char”:

**“cashier”** (grade 2 employee) means an employee employed at a service station who mainly or exclusively handles cash or card payments or purchases relating to the forecourt, convenient store, car wash attached to the business of a filling station on a regular basis and is solely responsible for the balancing of financial transactions at the end of the shift inclusive of any drop safe activities.

## 2. CLAUSE 3 : WAGES

**“NOTE: If the CPI in respect of the month of June of the applicable year exceeds the percentage increase the higher percentage shall apply.”**

(1) Substitute the following for subclause (1):

(1)(a) From 1 October 2010 to 31 August 2011 the following minimum wages shall be paid by an employer to each of the employees of the classes specified in the following Wage Schedule in the area of the Region in which his establishment is situated, and no employee shall accept a wage lower than that specified for his class in such area.

**[Note: In the case of monthly paid employees, the minimum wage shall be four and a third times the amount of the weekly wage quoted in this Wage Schedule]**

### WAGE SCHEDULE : SECTORS 4, 5, and 7

Class of Employee	Minimum Wages			
	A Areas		Other Areas	
	Per week	Per hour	Per week	Per hour
	R	R	R	R
<b>Grade 1</b>				
Parking Garage Attendant	418,05	9,29	380,25	8,45
Char	545,85	12,13	508,95	11,31
Grade 2	733,50	16,30	658,35	14,63
Grade 3	793,35	17,63	769,05	17,09
Grade 4	866,25	19,25	839,70	18,66
Grade 5	966,15	21,47	935,10	20,78
Grade 6	1161,00	25,80	1123,65	24,97

Class of Employee	All Areas	
	Per week	Per hour
	R	R
Grade 7	1445,40	32,12
Grade 8	1652,40	36,72
Watchman	667,73	(No hourly rate)

**NOTE: Applicable to Sector 5 only.**

Class of Employee	Minimum Wages			
	A Areas		Other Areas	
	Per week	Per hour	Per week	Per hour
	R	R	R	R
<b>Grade 1</b>				
Forecourt Attendant (Petrol & Diesel Outlets)	649,80	14,44	649,80	14,44
Forecourt Attendant (Diesel Outlets only)	513,00	11,40	485,10	10,78
<b>Grade 2</b>				
Cashier	733,50	16,30	658,35	14,63

**Note: Cashier and Forecourt attendant's wages are effective from 06 October 2010 to 31 August 2011.**

#### APPRENTICE AND LEARNERSHIP WAGES

Class of Employee	All Areas	
	Per week	Per hour
	R	R
<b><u>APPRENTICES</u></b>		
<b><u>Three year Trades</u></b>		
First year	786,60	17,48
Second year	975,15	21,67
Third year	1198,35	26,63
<b><u>Four year Trades</u></b>		
First year	786,60	17,48
Second year	862,65	19,17
Third year	975,15	21,67
Fourth year	1198,35	26,63
<b><u>CBMT</u></b>	750,15	16,67
Level 1	936,00	20,80
Level 2	1125,45	25,01
Level 3	1310,40	29,12
Level 4		
<b><u>NQF Learnerships</u></b>	786,60	17,48
Level 1	862,65	19,17
Level 2	975,15	21,67
Level 3	1198,35	26,63
Level 4		

**[NOTES:****1. Guaranteed Wage Increases**

An employer shall pay his employees who are earning above the prescribed minimum wages from the effective date of this Agreement, the guaranteed wage increases as set out in Division D of this Agreement.

2. For the minimum prescribed wages for Sector 6 please refer to clause 3(2) of Division D of this Agreement.]

- (1) (b) For the period **1 September 2011 to 31 August 2012**, the following minimum wages shall be paid by an employer to each of the employees of the classes specified in the following Wage Schedule in the area of the Region in which his establishment is situated, and no employee shall accept a wage lower than that specified for his class in such area:

**WAGE SCHEDULE : SECTORS 4, 5, and 7**

Class of Employee	Minimum Wages			
	A Areas		Other Areas	
	Per week	Per hour	Per week	Per hour
	R	R	R	R
<b>Grade 1</b>				
Parking Garage Attendant	451,35	10,03	417,60	9,28
Char	589,50	13,10	558,00	12,40
Grade 2	792,00	17,60	724,05	16,09
Grade 3	856,80	19,04	841,05	18,69
Grade 4	935,55	20,79	918,00	20,40
Grade 5	1043,55	23,19	1022,85	22,73
Grade 6	1253,70	27,86	1228,50	27,30

Class of Employee	All Areas	
	Per week	Per hour
	R	R
Grade 7	1561,05	34,69
Grade 8	1784,70	39,66
Watchman	721,15	(No hourly rate)

**NOTE:** Applicable to Sector 5 only.

Class of Employee	Minimum Wages			
	A Areas		Other Areas	
	Per week	Per hour	Per week	Per hour
	R	R	R	R
<b>Grade 1</b>				
Forecourt Attendant (Petrol & Diesel Outlets)	708,30	15,74	708,30	15,74
Forecourt Attendant (Diesel Outlets only)	642,60	14,28	628,65	13,97
<b>Grade 2</b>				
Cashier	792,00	17,60	717,75	15,95

**Note:** Cashier and Forecourt Attendants' wages for the period 1 September 2011 to 31 August 2012 will be dependant on the profit margin adjustment on by the Department of Energy.

#### APPRENTICE AND LEARNERSHIP WAGES

Class of Employee	All Areas	
	Per week	Per hour
	R	R
<b><u>APPRENTICES</u></b>		
<b><u>Three year Trades</u></b>		
First year	873,00	19,40
Second year	1082,25	24,05
Third year	1330,20	29,56
<b><u>Four year Trades</u></b>		
First year	873,00	19,40
Second year	957,60	21,28
Third year	1082,25	24,05
Fourth year	1330,20	29,56
<b><u>CBMT</u></b>		
Level 1	832,50	18,50
Level 2	1039,05	23,09
Level 3	1249,20	27,76
Level 4	1454,40	32,32
<b><u>NQF Learnerships</u></b>		
Level 1	873,00	19,40
Level 2	957,60	21,28
Level 3	1082,25	24,05
Level 4	1330,20	29,56

**[NOTES:****1. Guaranteed Wage Increases**

An employer shall pay his employees who are earning above the prescribed minimum wages from the effective date of this Agreement, the guaranteed wage increases as set out in Division D of this Agreement.

**2. For the minimum prescribed wages for Sector 6 please refer to clause 3(2) of Division D of this Agreement.]**

- (1) (c) For the period **1 September 2012 to 31 August 2013**, the following minimum wages shall be paid by an employer to each of the employees of the classes specified in the following Wage Schedule in the area of the Region in which his establishment is situated, and no employee shall accept a wage lower than that specified for his class in such area:

**WAGE SCHEDULE : SECTORS 4, 5, and 7**

Class of Employee	Minimum Wages			
	A Areas		Other Areas	
	Per week	Per hour	Per week	Per hour
	R	R	R	R
<b>Grade 1</b>				
Parking Garage Attendant	482,85	10,73	453,60	10,08
Char	630,90	14,02	605,25	13,45
<b>Grade 2</b>	847,35	18,83	787,05	17,49
<b>Grade 3</b>	916,65	20,37	909,90	20,22
<b>Grade 4</b>	1001,25	22,25	993,60	22,08
<b>Grade 5</b>	1116,45	24,81	1106,55	24,59
<b>Grade 6</b>	1341,45	29,81	1329,30	29,54

Class of Employee	All Areas	
	Per week	Per hour
	R	R
<b>Grade 7</b>	1670,40	37,12
<b>Grade 8</b>	1909,80	42,44
<b>Watchman</b>	771,63	(No hourly rate)

**NOTE:** Applicable to Sector 5 only.

Class of Employee	Minimum Wages			
	A Areas		Other Areas	
	Per week	Per hour	Per week	Per hour
	R	R	R	R
<b>Grade 1</b>				
Forecourt Attendant (Petrol & Diesel Outlets)	772,20	17,16	772,20	17,16
Forecourt Attendant (Diesel Outlets only)	772,20	17,16	772,20	17,16
<b>Grade 2</b>				
Cashier	847,35	18,83	780,75	17,35

**Note:** Cashier and Forecourt Attendants' wages for the period 1 September 2012 to 31 August 2013 will be dependant on the profit margin adjustment on by the Department of Energy.

#### APPRENTICE AND LEARNERSHIP WAGES

Class of Employee	All Areas	
	Per week	Per hour
	R	R
<b><u>APPRENTICES</u></b>		
<b><u>Three year Trades</u></b>		
First year	960,30	21,34
Second year	1190,70	26,46
Third year	1463,40	32,52
<b><u>Four year Trades</u></b>		
First year	960,30	21,34
Second year	1053,45	23,41
Third year	1190,70	26,46
Fourth year	1463,40	32,52
<b><u>CBMT</u></b>		
Level 1	915,75	20,35
Level 2	1143,00	25,40
Level 3	1374,30	30,54
Level 4	1599,75	35,55
<b><u>NQF Learnerships</u></b>		
Level 1	960,30	21,34
Level 2	1053,45	23,41
Level 3	1190,70	26,46
Level 4	1463,40	32,52



**[NOTES:**

1. **Guaranteed Wage Increases**  
An employer shall pay his employees who are earning above the prescribed minimum wages from the effective date of this Agreement, the guaranteed wage increases as set out in Division D of this Agreement.
2. For the minimum prescribed wages for Sector 6 please refer to clause 3(2) of Division D of this Agreement.]

**DIVISION C****CHAPTER II****2. CLAUSE 4 : WAGES**

**“NOTE: If the CPI in respect of the month of June of the applicable year exceeds the percentage increase the higher percentage shall apply.”**

- (1) Substitute the following for subclause (2):

**“(1) Minimum wage**

- (a) Subject to the provisions of subclause (3) of this clause dealing with the setting bonus, the minimum wage from **1 October 2010 to 31 August 2011**, that an employer shall pay to each of his employees of the under-mentioned classes shall be as set out hereunder in Part A and B of the Schedule and no employee shall accept a wage lower than that specified for his class.

**SCHEDULE****PART A : MISCELLANEOUS****MINIMUM WAGES**

<b>CLASS OF EMPLOYEE</b>	<b>WAGES PER WEEK (All Areas)</b>	<b>WAGES PER HOUR (All Area)</b>
Grade 1 - Char	545,85	12,13
Grade 2	733,50	16,30
Grade 3	793,35	17,63
Grade 5	966,15	21,47
Grade 6	1161,00	25,80
Grade 7	1445,40	32,12
Grade 8	1652,40	36,72

**PART B : OPERATIVES****MINIMUM WAGES**

<b>CLASS OF EMPLOYEE</b>	<b>WAGES PER WEEK (All Areas)</b>	<b>WAGES PER HOUR (All Area)</b>
Grade 5	966,15	21,47

**APPRENTICE AND LEARNERSHIP WAGES**

<b>Class of Employee</b>	<b>All Areas</b>	
	<b>Per week</b>	<b>Per hour</b>
	<b>R</b>	<b>R</b>
<b><u>APPRENTICES</u></b>		
<b><u>Three year Trades</u></b>		
First year	786,60	17,48
Second year	975,15	21,67
Third year	1198,35	26,63
<b><u>Four year Trades</u></b>		
First year	786,60	17,48
Second year	862,65	19,17
Third year	975,15	21,67
Fourth year	1198,35	26,63
<b><u>CBMT</u></b>		
Level 1	750,15	16,67
Level 2	936,00	20,80
Level 3	1125,45	25,01
Level 4	1310,40	29,12
<b><u>NQF Learnerships</u></b>		
Level 1	786,60	17,48
Level 2	862,65	19,17
Level 3	975,15	21,67
Level 4	1198,35	26,63

**NOTE****Guaranteed Wage Increases**

An employer shall pay his employees who are earning above the prescribed minimum wages from the effective date of this Agreement, the guaranteed wage increases as set out in Division D of this Agreement.

- (b) Subject to the provisions of subclause (3) of this clause dealing with the setting bonus, the minimum wage for the period **1 September 2011 to 31 August 2012**, that an employer shall pay to each of his employees of the under-mentioned classes shall be as set out hereunder in Part A and B of the Schedule and no employee shall accept a wage lower than that specified for his class.

**SCHEDULE****PART A : MISCELLANEOUS****MINIMUM WAGES**

<b>CLASS OF EMPLOYEE</b>	<b>WAGES PER WEEK (All Areas)</b>	<b>WAGES PER HOUR (All Area)</b>
Grade 1 - Char	589,50	13,10
Grade 2	792,00	17,60
Grade 3	856,80	19,04
Grade 5	1043,55	23,19
Grade 6	1253,70	27,86
Grade 7	1561,05	34,69
Grade 8	1784,70	39,66

**PART B : OPERATIVES****MINIMUM WAGES**

<b>CLASS OF EMPLOYEE</b>	<b>WAGES PER WEEK (All Areas)</b>	<b>WAGES PER HOUR (All Area)</b>
Grade 5	1043,55	23,19

**APPRENTICE AND LEARNERSHIP WAGES**

<b>Class of Employee</b>	<b>All Areas</b>	
	<b>Per week</b>	<b>Per hour</b>
	<b>R</b>	<b>R</b>
<b><u>APPRENTICES</u></b>		
<b><u>Three year Trades</u></b>		
First year	873,00	19,40
Second year	1082,25	24,05
Third year	1330,20	29,56
<b><u>Four year Trades</u></b>		
First year	873,00	19,40
Second year	957,60	21,28
Third year	1082,25	24,05
Fourth year	1330,20	29,56
<b><u>CBMT</u></b>		
Level 1	832,50	18,50
Level 2	1039,05	23,09
Level 3	1249,20	27,76
Level 4	1454,40	32,32
<b><u>NQF Learnerships</u></b>		
Level 1	873,00	19,40
Level 2	957,60	21,28
Level 3	1082,25	24,05
Level 4	1330,20	29,56

**NOTE: Guaranteed Wage Increases**

An employer shall pay his employees who are earning above the prescribed minimum wages from the effective date of this Agreement, the guaranteed wage increases as set out in Division D of this Agreement.

- (c) Subject to the provisions of subclause (3) of this clause dealing with the setting bonus, the minimum wage for the period **1 September 2012 to 31 August 2013**, that an employer shall pay to each of his employees of the under-mentioned classes shall be as set out hereunder in Part A and B of the Schedule and no employee shall accept a wage lower than that specified for his class.

**SCHEDULE****PART A : MISCELLANEOUS****MINIMUM WAGES**

<b>CLASS OF EMPLOYEE</b>	<b>WAGES PER WEEK (All Areas)</b>	<b>WAGES PER HOUR (All Area)</b>
Grade 1 - Char	630,90	14,02
Grade 2	847,35	18,83
Grade 3	916,65	20,37
Grade 5	1116,45	24,81
Grade 6	1341,45	29,81
Grade 7	1670,40	37,12
Grade 8	1909,80	42,44

**PART B : OPERATIVES****MINIMUM WAGES**

<b>CLASS OF EMPLOYEE</b>	<b>WAGES PER WEEK (All Areas)</b>	<b>WAGES PER HOUR (All Area)</b>
Grade 5	1116,45	24,81

**APPRENTICE AND LEARNERSHIP WAGES**

Class of Employee	All Areas	
	Per week	Per hour
	R	R
<b><u>APPRENTICES</u></b>		
<b><u>Three year Trades</u></b>		
First year	960,30	21,34
Second year	1190,70	26,46
Third year	1463,40	32,52
<b><u>Four year Trades</u></b>		
First year	960,30	21,34
Second year	1053,45	23,41
Third year	1190,70	26,46
Fourth year	1463,40	32,52
<b><u>CBMT</u></b>		
Level 1	915,75	20,35
Level 2	1143,00	25,40
Level 3	1374,30	30,54
Level 4	1599,75	35,55
<b><u>NQF Learnerships</u></b>		
Level 1	960,30	21,34
Level 2	1053,45	23,41
Level 3	1190,70	26,46
Level 4	1463,40	32,52

**NOTE****Guaranteed Wage Increases**

An employer shall pay his employees who are earning above the prescribed minimum wages from the effective date of this Agreement, the guaranteed wage increases as set out in Division D of this Agreement.

- (2) Re-number subclause (3) to read subclause (2).

**DIVISION C****CHAPTER III**

t

**1. CLAUSE 4 : WAGES**

- (1) Insert the following preamble at the beginning of this clause:

**Preamble**

Employees in Chapter III establishments inclusive of Division B employees employed at Chapter III establishments who earn less than R115 500 per annum will be eligible for annual increases as stipulated in subclause (2) hereunder. The threshold of R115 500 to remain for the duration of the Agreement ending 31 August 2013.

- (2) Substitute the following for subclause (1):

- (1) The following increases shall be paid on actual wages:

- (a) 9% from the date of coming into operation of the agreement to **31 August 2011.**
- (b) 8% in respect of the period **1 September 2011 to 31 August 2012.**
- (c) 8% in respect of the period **1 September 2012 to 31 August 2013.**

**NOTE:** If the CPI in respect of the month of June of the applicable year exceeds the percentage increase the higher percentage shall apply

- (2) An employer that has already granted a wage increase after 1 September 2009 may offset those increases against the percentage set out in this clause.
- (3) The Parties undertake not to embark on any industrial action as a result of disputes on minimum wages and percentage increases relating to any other chapters of this agreement provided the employer has implemented this agreement and in which case any such industrial action is deemed to be unprotected.
- (4) An employer may apply for an exemption in respect of the increases to actual wages as set out in this clause in accordance with clause 5 of the Administrative Agreement.
- (5) **Minimum Wage**  
Subject to the provisions of subclause (6) of this clause dealing with bonuses, the minimum wage from 1 September 2010 to 31 August 2011, that an employer must pay to each of his employees of the under mentioned classes must be as set out hereunder in Part A and B of the Schedule and no employee shall accept a wage lower than that specified for his class.

**(6) Bonus**

Employers shall permit employees for whom wages are prescribed in Part B to the Schedule to use measuring instruments and/or gauges and the minimum weekly prescribed wage must be increased if the employee at any time in the course of his or her duties uses:

- (a) a vernier gauge and/or micrometer in which event the prescribed wage must be increased by R13,80 per week; or
- (b) a tape and/or rule and/or square and/or sets and adjusts the machine he operates in which event the prescribed wage must be increased by R9,20 per week.

**SCHEDULE****PART A : MISCELLANEOUS**

<b>CLASS OF EMPLOYEE</b>	<b>WAGES PER WEEK (All Areas)</b>	<b>WAGES PER HOUR (All Area)</b>
Grade 1 - Char	557,10	12,38
Grade 2	733,50	16,30
Grade 8	1652,40	36,72

**PART B : OPERATIVES WHO MAY QUALIFY FOR SETTING BONUS**

<b>CLASS OF EMPLOYEE</b>	<b>WAGES PER WEEK (All Areas)</b>	<b>WAGES PER HOUR (All Area)</b>
Grade 3	793,36	17,63
Grade 4	866,25	19,25
Grade 5	966,15	21,47
Grade 6	1161,00	25,80

**APPRENTICE AND LEARNERSHIP WAGES**

Class of Employee	All Areas	
	Per week	Per hour
	R	R
<b><u>APPRENTICES</u></b>		
<b><u>Three year Trades</u></b>		
First year	786,60	17,48
Second year	975,15	21,67
Third year	1198,35	26,63
<b><u>Four year Trades</u></b>		
First year	786,60	17,48
Second year	862,65	19,17
Third year	975,15	21,67
Fourth year	1198,35	26,63
<b><u>CBMT</u></b>		
Level 1	750,15	16,67
Level 2	936,00	20,80
Level 3	1125,45	25,01
Level 4	1310,40	29,12
<b><u>NQF Learnerships</u></b>		
Level 1	786,60	17,48
Level 2	862,65	19,17
Level 3	975,15	21,67
Level 4	1198,35	26,63

- (7) Subject to the provisions of subclause (8) of this clause dealing with bonuses, the minimum wage for the period **1 September 2011 to 31 August 2012**, that an employer must pay to each of his employees of the under-mentioned classes must be as set out hereunder in Part A and B of the Schedule and no employee shall accept a wage lower than that specified for his class.



**SCHEDULE****PART A: MISCELLANEOUS**

<b>CLASS OF EMPLOYEE</b>	<b>WAGES PER WEEK (All Areas)</b>	<b>WAGES PER HOUR (All Area)</b>
Grade 1 - Char	601,65	13,37
Grade 2	792,00	17,60
Grade 8	1784,70	39,66

**PART B: OPERATIVES WHO MAY QUALIFY FOR SETTING BONUS**

<b>CLASS OF EMPLOYEE</b>	<b>WAGES PER WEEK (All Areas)</b>	<b>WAGES PER HOUR (All Area)</b>
Grade 3	856,80	19,04
Grade 4	935,55	20,79
Grade 5	1043,55	23,19
Grade 6	1253,70	27,86

**APPRENTICE AND LEARNERSHIP WAGES**

<b>Class of Employee</b>	<b>All Areas</b>	
	<b>Per week</b>	<b>Per hour</b>
	<b>R</b>	<b>R</b>
<b><u>APPRENTICES</u></b>		
<b><u>Three year Trades</u></b>		
First year	873,00	19,40
Second year	1082,25	24,05
Third year	1330,20	29,56
<b><u>Four year Trades</u></b>		
First year	873,00	19,40
Second year	957,60	21,28
Third year	1082,25	24,05
Fourth year	1330,20	29,56
<b><u>CBMT</u></b>		
Level 1	832,50	18,50
Level 2	1039,05	23,09
Level 3	1249,20	27,76
Level 4	1454,40	32,32
<b><u>NQF Learnerships</u></b>		
Level 1	873,00	19,40
Level 2	957,60	21,28
Level 3	1082,25	24,05
Level 4	1330,20	29,56

- (8) Subject to the provisions of subclause (8) of this clause dealing with bonuses, the minimum wage for the period **1 September 2012 to 31 August 2013**, that an employer must pay to each of his employees of the under-mentioned classes must be as set out hereunder in Part A and B of the Schedule and no employee shall accept a wage lower than that specified for his class.

**SCHEDULE**  
**PART A: MISCELLANEOUS**

CLASS OF EMPLOYEE	WAGES PER WEEK (All Areas)	WAGES PER HOUR (All Area)
Grade 1 - Char	649,80	14,44
Grade 2	855,45	19,01
Grade 8	1927,35	42,83

**PART B: OPERATIVES WHO MAY QUALIFY FOR SETTING BONUS**

CLASS OF EMPLOYEE	WAGES PER WEEK (All Areas)	WAGES PER HOUR (All Area)
Grade 3	925,20	20,56
Grade 4	1010,25	22,45
Grade 5	1127,25	25,05
Grade 6	1354,25	30,05

**APPRENTICE AND LEARNERSHIP WAGES**

Class of Employee	All Areas	
	Per week	Per hour
	R	R
<b><u>APPRENTICES</u></b>		
<b><u>Three year Trades</u></b>		
First year	960,30	21,34
Second year	1190,70	26,46
Third year	1463,40	32,52
<b><u>Four year Trades</u></b>		
First year	960,30	21,34
Second year	1053,45	23,41
Third year	1190,70	26,46
Fourth year	1463,40	32,52
<b><u>CBMT</u></b>		
Level 1	915,75	20,35
Level 2	1143,00	25,40
Level 3	1374,30	30,54
Level 4	1599,75	35,55
<b><u>NQF Learnerships</u></b>		
Level 1	960,30	21,34
Level 2	1053,45	23,41
Level 3	1190,70	26,46
Level 4	1463,40	32,52

**DIVISION C****CHAPTER IV****1 CLAUSE 4: WAGES**

**“NOTE: If the CPI in respect of the month of June of the applicable year exceeds the percentage increase the higher percentage shall apply.”**

(1) Substitute the following for subclause (1):

“(1) (a) For the period **1 October 2010 to 31 August 2011**, the minimum wage which an employer shall pay to each member of the under-mentioned classes of his employees shall be as set out in the Wage Schedule below:

**SCHEDULE**

Class of Employee	Minimum Wages			
	A Areas		Other Areas	
	Per week	Per hour	Per week	Per hour
	R	R	R	R
<b>Grade 1</b>				
Char	545,85	12,13	508,95	11,31
Grade 2	733,50	16,30	658,30	14,63
Grade 3	793,35	17,63	769,05	17,09
Grade 4	866,25	19,25	839,70	18,66
Grade 5	966,15	21,47	935,10	20,78
Grade 6	1161,00	25,80	1123,65	24,97

Class of Employee	All Areas	
	Per week	Per hour
	R	R
Grade 7	1445,40	32,12
Grade 8	1652,40	36,72
Watchman	667,73	(No hourly rate)

**APPRENTICE AND LEARNERSHIP WAGES**

Class of Employee	All Areas	
	Per week	Per hour
	R	R
<b><u>APPRENTICES</u></b>		
<b><u>Three year Trades</u></b>		
First year	786,60	17,48
Second year	975,15	21,67
Third year	1198,35	26,63
<b><u>Four year Trades</u></b>		
First year	786,60	17,48
Second year	862,65	19,17
Third year	975,15	21,67
Fourth year	1198,35	26,63
<b><u>CBMT</u></b>		
Level 1	750,15	16,67
Level 2	936,00	20,80
Level 3	1125,45	25,01
Level 4	1310,40	29,12
<b><u>NQF Learnerships</u></b>		
Level 1	786,60	17,48
Level 2	862,65	19,17
Level 3	975,15	21,67
Level 4	1198,35	26,63

- [Note: 1.** In the case of the wages specified for the under mentioned employees, the following special provisions shall apply:

**Operative engine assembler**

For the first 18 months of experience

R966,15 per week (R21,47 per hour)

Thereafter

R1445,40 per week (R32,12 per hour)

**Operative, grade A**

For the first 12 months of experience

R966,15 per week (R21,47 per hour)

Thereafter

R1161,00 per week (R25,80 per hour)

**Operative, grade B**

For the first 6 months of experience

R793,35 per week (R17,63 per hour)

Thereafter

R866,25 per week (R19,25 per hour)

2. "experience for the purposes of the foregoing means the total period or periods of employment that an employee has had either with his present or any other employer in the particular occupation in which he is employed.]

**NOTE: Guaranteed Wage Increases**

An employer shall pay his employees who are earning above the prescribed minimum wages from the effective date of this Agreement, the guaranteed wage increases as set out in Division D of this Agreement.

- (1) (b) For the period **1 September 2011 to 31 August 2012**, the following minimum wages shall be paid by an employer to each of the employees of the classes specified in the following Wage Schedule in the area of the Region in which his establishment is situated, and no employee shall accept a wage lower than that specified for his class in such area:

**SCHEDULE**

Class of Employee	Minimum Wages			
	A Areas		Other Areas	
	Per week	Per hour	Per week	Per hour
	R	R	R	R
<b>Grade 1</b>				
Char	589,50	13,10	558,00	12,40
Grade 2	792,00	17,60	724,05	16,09
Grade 3	856,80	19,04	841,05	18,69
Grade 4	935,55	20,79	918,00	20,40
Grade 5	1043,55	23,19	1022,85	22,73
Grade 6	1253,70	27,86	1228,50	27,30

Class of Employee	All Areas	
	Per week	Per hour
	R	R
Grade 7	1561,05	34,69
Grade 8	1784,70	39,66
Watchman	721,15	(No hourly rate)

**APPRENTICE AND LEARNERSHIP WAGES**

Class of Employee	All Areas	
	Per week	Per hour
	R	R
<b><u>APPRENTICES</u></b>		
<b><u>Three year Trades</u></b>		
First year	873,00	19,40
Second year	1082,25	24,05
Third year	1330,20	29,56
<b><u>Four year Trades</u></b>		
First year	873,00	19,40
Second year	957,60	21,28
Third year	1082,25	24,05
Fourth year	1330,20	29,56
<b><u>CBMT</u></b>		
Level 1	832,50	18,50
Level 2	1039,05	23,09
Level 3	1249,20	27,76
Level 4	1454,40	32,32
<b><u>NQF Learnerships</u></b>		
Level 1	873,00	19,40
Level 2	957,60	21,28
Level 3	1082,25	24,05
Level 4	1330,20	29,56

- [Note: 1. In the case of the wages specified for the under-mentioned employees, the following special provisions shall apply:

**Operative engine assembler**

For the first 18 months of experience

R1043,55 per week (R23,19 per hour)

Thereafter

R1561,05 per week (R34,69 per hour)

**Operative, grade A**

For the first 12 months of experience

R1043,55 per week (R23,19 per hour)

Thereafter

R1253,70 per week (R27,86 per hour)

**Operative, grade B**

For the first 6 months of experience

R856,80 per week (R19,04 per hour)

Thereafter

R935,55 per week (R20,79 per hour)

2. "experience for the purposes of the foregoing means the total period or periods of employment that an employee has had either with his present or any other employer in the particular occupation in which he is employed.]

**NOTE: Guaranteed Wage Increases**

An employer shall pay his employees who are earning above the prescribed minimum wages from the effective date of this Agreement, the guaranteed wage increases as set out in Division D of this Agreement.

- (1) (c) For the period **1 September 2012 to 31 August 2013**, the following minimum wages shall be paid by an employer to each of the employees of the classes specified in the following Wage Schedule in the area of the Region in which his establishment is situated, and no employee shall accept a wage lower than that specified for his class in such area:

**SCHEDULE**

Class of Employee	Minimum Wages			
	A Areas		Other Areas	
	Per week	Per hour	Per week	Per hour
	R	R	R	R
<b>Grade 1</b>				
Char	630,90	14,02	605,25	13,45
Grade 2	847,35	18,83	787,05	17,49
Grade 3	916,65	20,37	909,90	20,22
Grade 4	1001,25	22,25	993,60	22,08
Grade 5	1116,45	24,81	1106,55	24,59
Grade 6	1341,45	29,81	1329,30	29,54

Class of Employee	All Areas	
	Per week	Per hour
	R	R
Grade 7	1670,40	37,12
Grade 8	1909,80	42,44
Watchman	771,63	(No hourly rate)

**APPRENTICE AND LEARNERSHIP WAGES**

Class of Employee	All Areas	
	Per week	Per hour
	R	R
<b><u>APPRENTICES</u></b>		
<b><u>Three year Trades</u></b>		
First year	960,30	21,34
Second year	1190,70	26,46
Third year	1463,40	32,52
<b><u>Four year Trades</u></b>		
First year	960,30	21,34
Second year	1053,45	23,41
Third year	1190,70	26,46
Fourth year	1463,40	32,52
<b><u>CBMT</u></b>		
Level 1	915,75	20,35
Level 2	1143,00	25,40
Level 3	1374,30	30,54
Level 4	1599,75	35,55
<b><u>NQF Learnerships</u></b>		
Level 1	960,30	21,34
Level 2	1053,45	23,41
Level 3	1190,70	26,46
Level 4	1463,40	32,52

- [Note: 1. In the case of the wages specified for the under-mentioned employees, the following special provisions shall apply:

**Operative engine assembler**

For the first 18 months of

experience

R1116,45 per week (R24,81 per hour)

Thereafter

R1 670,40 per week (R37,12 per hour)

**Operative, grade A**

For the first 12 months of

experience

R1116,45 per week (R24,81 per hour)

Thereafter

R1341,45 per week (R29,81 per hour)

**Operative, grade B**

For the first 6 months of

experience

R916,65 per week (R20,37 per hour)

Thereafter

R1001,25 per week (R22,25 per hour)

2. "experience for the purposes of the foregoing means the total period or periods of employment that an employee has had either with his present or any other employer in the particular occupation in which he is employed.]



**NOTE: Guaranteed Wage Increases**

An employer shall pay his employees who are earning above the prescribed minimum wages from the effective date of this Agreement, the guaranteed wage increases as set out in Division D of this Agreement.

**DIVISION C****CHAPTER V****1. CLAUSE 4: WAGES**

**“NOTE: If the CPI in respect of the month of June of the applicable year exceeds the percentage increase the higher percentage shall apply.”**

(1) Substitute the following for subclause (1):

“(1) (a) **Minimum wage:** For the period **1 October 2010 to 31 August 2011**, the minimum wage which an employer shall pay to each member of the under-mentioned classes of his employees shall be as set out in the Wage Schedule below:

**WAGE SCHEDULE****PART A : MISCELLANEOUS**

<b>CLASS OF EMPLOYEE</b>	<b>WAGES PER WEEK (All Areas)</b>	<b>WAGES PER HOUR (All Area)</b>
Grade 1 - Char	545,85	12,13
Grade 2	733,50	16,30
Grade 3	793,35	17,63
Grade 4	866,25	19,25
Grade 5	966,15	21,47
Grade 6	1161,00	25,80
Grade 7	1445,40	32,12
Grade 8	1652,40	36,72

**PART B : OPERATIVES**

<b>CLASS OF EMPLOYEE</b>	<b>WAGES PER WEEK (All Areas)</b>	<b>WAGES PER HOUR (All Area)</b>
Grade 4	866,25	19,25
Grade 5	966,15	21,47

**APPRENTICE AND LEARNERSHIP WAGES**

Class of Employee	All Areas	
	Per week	Per hour
	R	R
<b><u>APPRENTICES</u></b>		
<b><u>Three year Trades</u></b>		
First year	786,60	17,48
Second year	975,15	21,67
Third year	1198,35	26,63
<b><u>Four year Trades</u></b>		
First year	786,60	17,48
Second year	862,65	19,17
Third year	975,15	21,67
Fourth year	1198,35	26,63
<b><u>CBMT</u></b>		
Level 1	750,15	16,67
Level 2	936,00	20,80
Level 3	1125,45	25,01
Level 4	1310,40	29,12
<b><u>NQF Learnerships</u></b>		
Level 1	786,60	17,48
Level 2	862,65	19,17
Level 3	975,15	21,67
Level 4	1198,35	26,63

**NOTE: Guaranteed Wage Increases**

An employer shall pay his employees who are earning above the prescribed minimum wages from the effective date of this Agreement, the guaranteed wage increases as set out in Division D of this Agreement.

- (1) (b) **Minimum wage:** For the period **1 September 2011 to 31 August 2012**, the minimum wage which an employer shall pay to each member of the under-mentioned classes of his employees shall be as set out in the Wage Schedule below:

**WAGE SCHEDULE  
PART A: MISCELLANEOUS**

CLASS OF EMPLOYEE	WAGES PER WEEK (All Areas)	WAGES PER HOUR (All Area)
Grade 1 - Char	589,50	13,10
Grade 2	792,00	17,60
Grade 3	856,80	19,04
Grade 4	935,55	20,79
Grade 5	1043,55	23,19
Grade 6	1253,70	27,86
Grade 7	1561,05	34,69
Grade 8	1784,70	39,66

**PART B: OPERATIVES**

<b>CLASS OF EMPLOYEE</b>	<b>WAGES PER WEEK (All Areas)</b>	<b>WAGES PER HOUR (All Area)</b>
Grade 4	935,55	20,79
Grade 5	1043,55	23,19

**APPRENTICE AND LEARNERSHIP WAGES**

<b>Class of Employee</b>	<b>All Areas</b>	
	<b>Per week</b>	<b>Per hour</b>
	<b>R</b>	<b>R</b>
<b><u>APPRENTICES</u></b>		
<b><u>Three year Trades</u></b>		
First year	873,00	19,40
Second year	1082,25	24,05
Third year	1330,20	29,56
<b><u>Four year Trades</u></b>		
First year	873,00	19,40
Second year	957,60	21,28
Third year	1082,25	24,05
Fourth year	1330,20	29,56
<b><u>CBMT</u></b>		
Level 1	832,50	18,50
Level 2	1039,05	23,09
Level 3	1249,20	27,76
Level 4	1454,40	32,32
<b><u>NQF Learnerships</u></b>		
Level 1	873,00	19,40
Level 2	957,60	21,28
Level 3	1082,25	24,05
Level 4	1330,20	29,56

**NOTE:****Guaranteed Wage Increases**

An employer shall pay his employees who are earning above the prescribed minimum wages from the effective date of this Agreement, the guaranteed wage increases as set out in Division D of this Agreement.

- “(1) (c) **Minimum wage:** For the period **1 September 2012 to 31 August 2013**, the minimum wage which an employer shall pay to each member of the under-mentioned classes of his employees shall be as set out in the Wage Schedule below:

**WAGE SCHEDULE****PART A: MISCELLANEOUS**

<b>CLASS OF EMPLOYEE</b>	<b>WAGES PER WEEK (All Areas)</b>	<b>WAGES PER HOUR (All Area)</b>
Grade 1 - Char	630,90	14,02
Grade 2	847,35	18,83
Grade 3	916,65	20,37
Grade 4	1001,25	22,25
Grade 5	1116,45	24,81
Grade 6	1341,45	29,81
Grade 7	1670,40	37,12
Grade 8	1909,80	42,44

**PART B: OPERATIVES**

<b>CLASS OF EMPLOYEE</b>	<b>WAGES PER WEEK (All Areas)</b>	<b>WAGES PER HOUR (All Area)</b>
Grade 4	1001,25	22,25
Grade 5	1116,45	24,81

**APPRENTICE AND LEARNERSHIP WAGES**

<b>Class of Employee</b>	<b>All Areas</b>	
	<b>Per week</b>	<b>Per hour</b>
	<b>R</b>	<b>R</b>
<b><u>APPRENTICES</u></b>		
<b><u>Three year Trades</u></b>		
First year	960,30	21,34
Second year	1190,70	26,46
Third year	1463,40	32,52
<b><u>Four year Trades</u></b>		
First year	960,30	21,34
Second year	1053,45	23,41
Third year	1190,70	26,46
Fourth year	1463,40	32,52
<b><u>CBMT</u></b>		
Level 1	915,75	20,35
Level 2	1143,00	25,40
Level 3	1374,30	30,54
Level 4	1599,75	35,55
<b><u>NQF Learnerships</u></b>		
Level 1	960,30	21,34
Level 2	1053,45	23,41
Level 3	1190,70	26,46
Level 4	1463,40	32,52

**NOTE: Guaranteed Wage Increases**

An employer shall pay his employees who are earning above the prescribed minimum wages from the effective date of this Agreement, the guaranteed wage increases as set out in Division D of this Agreement.

**DIVISION D****1. CLAUSE 3 : WAGE INCREASES**

(1) Substitute the following for subclause (1)(b) of this clause:

“(b)(i) From **1 October 2010 to 31 August 2011**, the following guaranteed wage increases shall be paid by an employer to each of the classes specified in the following Wage schedule:

**A. WAGE SCHEDULE: SECTOR 1 (Chapter II) 2, 3, 4, 5 and 7  
(DIVISION B : CLAUSE 3 : WAGES)**

Class of employee	Guaranteed Increases	
	All areas	
	Per week	Per month
(a) Office, stores, sales and clerical employee - during first year of experience	57,13	247,56
during second year of experience	65,19	282,49
during third year of experience thereafter	75,07	325,30
(b) Motor vehicle sales person - during first year of experience thereafter	87,16	377,69
(c) Bookkeeper	68,93	298,70
(d) Accountant	88,88	385,15
	112,06	485,59
(e) Parts salesperson - during first year of experience thereafter	190,63	826,06
	71,86	311,39
	88,26	382,46

Class of Employee	All Areas	
	Per week	Per month
(f) Traveller -		
during first year of experience	72,14	312,61
thereafter	88,26	382,46
(g) Supply sales person -		
during first year of experience	72,14	312,61
during second year of experience	82,64	358,11
during third year of experience	92,63	401,40
thereafter	99,41	430,78

(b)(ii) For the period **1 September 2011 to 31 August 2012**, the following guaranteed wage increases shall be paid by an employer to each of the classes of employees specified in the following Wage Schedule:

**A. WAGE SCHEDULE: SECTOR 1 (Chapter II) 2, 3, 4, 5 and 7  
(DIVISION B : CLAUSE 3 : WAGES)**

Class of employee	Guaranteed Increases	
	All areas	
	Per week	Per month
(a) Office, stores, sales and clerical employee -		
during first year of experience	55,35	239,85
during second year of experience	63,16	273,69
during third year of experience	72,74	315,21
thereafter	84,45	365,95
(b) Motor vehicle sales person -		
during first year of experience	66,79	289,42
thereafter	85,96	372,49
(c) Bookkeeper	108,57	470,47
(d) Accountant	184,70	800,37
(e) Parts salesperson -		
during first year of experience	69,61	301,64
thereafter	85,51	370,54

Class of Employee	All Areas	
	Per week	Per month
(f) Traveller -		
during first year of experience	69,90	302,90
thereafter	85,51	370,54
(g) Supply sales person -		
during first year of experience	69,90	302,90
during second year of experience	80,07	346,97
during third year of experience	89,75	388,92
thereafter	96,32	417,39

- (b)(iii) For the period **1 September 2012 to 31 August 2013**, the following guaranteed wage increases shall be paid by an employer to each of the classes of employees specified in the following Wage Schedule:

**A. WAGE SCHEDULE: SECTOR 1 (Chapter II) 2, 3, 4, 5 and 7  
(DIVISION B : CLAUSE 3 : WAGES)**

Class of employee	Guaranteed Increases	
	All areas	
	Per week	Per month
(a) Office, stores, sales and clerical employee -		
during first year of experience	52,31	226,68
during second year of experience	59,68	258,61
during third year of experience	78,74	341,21
thereafter	79,80	345,80
(b) Motor vehicle sales person -		
during first year of experience	63,11	273,48
thereafter	81,23	352,00
(c) Bookkeeper	102,60	444,60
(d) Accountant	174,54	756,34
(e) Parts salesperson -		
during first year of experience	66,78	289,38
thereafter	80,81	350,18

Class of Employee	All Areas	
	Per week	Per month
(f) Traveller - during first year of experience	66,05	286,22
thereafter	78,81	341,51
(g) Supply sales person - during first year of experience	66,05	286,22
during second year of experience	75,66	327,86
during third year of experience	84,81	367,51
thereafter	91,02	394,42

(b)(iv) From 1 October 2010 to 31 August 2011, the following guaranteed wage increases shall be paid by an employer to each of the classes of employees specified in the following Wage Schedule:

**B. SECTORS 4, 5, and 7 (DIVISION C : CHAPTER I –  
CLAUSE 3 - WAGES)**

Class of Employee	Guaranteed Increases	
	A Areas	
	Per week	Per hour
	R	R
<b>Grade 1</b>		
Forecourt Attendant (Petrol & Diesel Outlets)	58,95	1,31
Forecourt Attendant (Diesel Outlets only)	129,60	2,88
Parking Garage Attendant	34,65	0,77
Char	45,00	1,00
Grade 2	60,75	1,35
Grade 3	65,70	1,46
Grade 4	71,55	1,59
Grade 5	79,65	1,77
Grade 6	95,85	2,13
Grade 7	119,25	2,65
Grade 8	136,35	3,03
Watchman	55,13	(No hourly rate)



- (b)(v) For the period **1 September 2011 to 31 August 2012**, the following guaranteed wage increases shall be paid by an employer to each of the classes of employees specified in the following Wage Schedule:

**B. SECTORS 4, 5, and 7 (DIVISION C : CHAPTER I –  
CLAUSE 3 - WAGES)**

Class of Employee	Guaranteed Increases	
	A Areas	
	Per week	Per hour
	R	R
<b>Grade 1</b>		
Forecourt Attendant (Petrol & Diesel Outlets)	58,50	1,30
Forecourt Attendant (Diesel Outlets only)	129,60	2,88
Parking Garage Attendant		
Char	33,30	0,74
	43,65	0,97
Grade 2	58,50	1,30
Grade 3	63,45	1,41
Grade 4	69,30	1,54
Grade 5	77,40	1,72
Grade 6	92,70	2,06

Class of Employee	Guaranteed Increases	
	All Areas	
	Per week	Per hour
	R	R
Grade 7	115,65	2,57
Grade 8	132,30	2,94
Watchman	55,33	(No hourly rate)

- (b)(vi) For the period 1 September 2012 to 31 August 2013, the following guaranteed wage increases shall be paid by an employer to each of the classes of employees specified in the following Wage Schedule:

**B. SECTORS 4, 5, and 7 (DIVISION C : CHAPTER I –  
CLAUSE 3 - WAGES)**

Class of Employee	Guaranteed Increases	
	A Areas	
	Per week	Per hour
	R	R
<b>Grade 1</b>		
Forecourt Attendant (Petrol & Diesel Outlets)	63,90	1,42
Forecourt Attendant (Diesel Outlets only)	129,60	2,88
Parking Garage Attendant	31,50	0,70
Char	41,40	0,92
<b>Grade 2</b>	55,35	1,23
<b>Grade 3</b>	59,85	1,33
<b>Grade 4</b>	65,70	1,46
<b>Grade 5</b>	72,90	1,62
<b>Grade 6</b>	87,75	1,95

Class of Employee	Guaranteed Increases	
	All Areas	
	Per week	Per hour
	R	R
<b>Grade 7</b>	109,35	2,43
<b>Grade 8</b>	125,10	2,78
<b>Watchman</b>	50,48	(No hourly rate)

- (b)(vii) For the period **1 October 2010 to 31 August 2011**, the following guaranteed wage increases shall be paid by an employer to each of the classes of employees specified in the following Wage Schedule:

**C. SECTOR 1 (DIVISION C : CHAPTER II – CLAUSE 4 : WAGES)**

CLASS OF EMPLOYEE	WAGES PER WEEK (All Areas)	WAGES PER HOUR (All Area)
Grade 1 - Char	45,00	1,00
Grade 2	60,75	1,35
Grade 3	65,70	1,46
Grade 5	79,65	1,77
Grade 6	95,85	2,13
Grade 7	119,25	2,65
Grade 8	136,35	3,03

- (b)(viii) For the period **1 September 2011 to 31 August 2012**, the following guaranteed wage increases shall be paid by an employer to each of the classes of employees specified in the following Wage Schedule:

**C. SECTOR 1 (DIVISION C : CHAPTER II – CLAUSE 4 : WAGES)**

CLASS OF EMPLOYEE	WAGES PER WEEK (All Areas)	WAGES PER HOUR (All Area)
Grade 1 - Char	43,65	0,97
Grade 2	58,50	1,30
Grade 3	63,45	1,41
Grade 5	77,40	1,72
Grade 6	92,70	2,06
Grade 7	115,65	2,57
Grade 8	132,30	2,94

- (b)(ix) For the period **1 September 2012 to 31 August 2013**, the following guaranteed wage increases shall be paid by an employer to each of the classes of employees specified in the following Wage Schedule:

**C. SECTOR 1 (DIVISION C: CHAPTER II – CLAUSE 4 : WAGES)**

CLASS OF EMPLOYEE	WAGES PER WEEK (All Areas)	WAGES PER HOUR (All Area)
Grade 1 - Char	41,40	0,92
Grade 2	55,35	1,23
Grade 3	59,85	1,33
Grade 5	72,90	1,62
Grade 6	87,75	1,95
Grade 7	109,35	2,43
Grade 8	125,10	2,78

- (b)(x) For the period **1 October 2010 to 31 August 2011**, the following guaranteed wage increases shall be paid by an employer to each of the classes of employees specified in the following Wage Schedule:

**D. SECTOR 3 (DIVISION C: CHAPTER IV -  
CLAUSE 3 - WAGES)**

Class of Employee	Guaranteed Increases	
	A Areas	
	Per week	Per hour
	R	R
<b>Grade 1</b>		
Char	45,00	1,00
<b>Grade 2</b>	60,75	1,35
<b>Grade 3</b>	65,70	1,46
<b>Grade 4</b>	71,55	1,59
<b>Grade 5</b>	79,65	1,77
<b>Grade 6</b>	95,85	2,13

Class of Employee	Guaranteed Increases	
	All Areas	
	Per week	Per hour
	R	R
<b>Grade 7</b>		
Grade 8	119,25	2,65
Grade 8	136,35	3,03
Watchman	55,13	(No hourly rate)

**Operative engine assembler**

For the first 18 months of experience R79,65 per week (R1,77 per hour)  
Thereafter R119,25 per week (R2,65 per hour)

**Operative, grade A**

For the first 12 months of experience R79,65 per week (R1,77 per hour)  
Thereafter R 95,85 per week (R2,13 per hour)

**Operative, grade B**

For the first 6 months of experience R65,70 per week (R1,46 per hour)  
Thereafter R71,65 per week (R1,59 per hour)

- (b)(xi) For the period **1 September 2011 to 31 August 2012**, the following guaranteed wage increases shall be paid by an employer to each of the classes of employees specified in the following Wage Schedule:

**D. SECTORS 3 (DIVISION C: CHAPTER IV- CLAUSE 3 - WAGES)**

Class of Employee	Guaranteed Increases	
	A Areas	
	Per week	Per hour
	R	R
<b>Grade 1</b>		
Char	43,65	0,97
Grade 2	58,50	1,30
Grade 3	63,45	1,41
Grade 4	69,30	1,54
Grade 5	77,40	1,72
Grade 6	92,70	2,06

Class of Employee	Guaranteed Increases	
	All Areas	
	Per week	Per hour
	R	R
Grade 7	115,65	2,57
Grade 8	132,30	2,94
Watchman	55,33	(No hourly rate)

**Operative engine assembler**

For the first 18 months of experience R77,40 per week (R1,72 per hour)  
 Thereafter R115,65 per week (R2,57 per hour)

**Operative, grade A**

For the first 12 months of experience R77,40 per week (R1,72 per hour)  
 Thereafter R92,70 per week (R2,06 per hour)

**Operative, grade B**

For the first 6 months of experience R63,45 per week (R1,41 per hour)  
 Thereafter R69,30 per week (R1,54 per hour)

- (b)(xii) For the period **1 September 2012 to 31 August 2013**, the following guaranteed wage increases shall be paid by an employer to each of the classes of employees specified in the following Wage Schedule:

**D. SECTORS 3 (DIVISION C: CHAPTER IV-  
CLAUSE 3 - WAGES)**

Class of Employee	Guaranteed Increases	
	A Areas	
	Per week	Per hour
	R	R
<b>Grade 1</b>		
Char	41,40	0,92
Grade 2	55,35	1,23
Grade 3	59,85	1,33
Grade 4	65,70	1,46
Grade 5	72,90	1,62
Grade 6	87,75	1,95

Class of Employee	Guaranteed Increases	
	All Areas	
	Per week	Per hour
	R	R
Grade 7	109,35	2,43
Grade 8	125,10	2,78
Watchman	50,48	(No hourly rate)

**Operative engine assembler**

For the first 18 months of experience

R72,90 per week (R1,62 per hour)

Thereafter

R109,35 per week (R2,43 per hour)

**Operative, grade A**

For the first 12 months of experience

R72,90 per week (R1,62 per hour)

Thereafter

R87,75 per week (R1,95 per hour)

**Operative, grade B**

For the first 6 months of experience

R59,85 per week (R1,33 per hour)

Thereafter

R65,70 per week (R1,46 per hour)

- (b)(xiii) For the period **1 October 2010 to 31 August 2011**, the following guaranteed wage increases shall be paid by an employer to each of the classes of employees specified in the following Wage Schedule:

**E. SECTOR 2 (DIVISION C: CHAPTER V : CLAUSE 4 : WAGES)**

CLASS OF EMPLOYEE	WAGES PER WEEK (All Areas)	WAGES PER HOUR (All Area)
Grade 1 - Char	45,00	1,00
Grade 2	60,75	1,35
Grade 3	65,70	1,46
Grade 4	71,55	1,59
Grade 5	79,65	1,77
Grade 6	95,85	2,13
Grade 7	119,25	2,65
Grade 8	136,85	3,03

- (b)(xiv) For the period **1 September 2011 to 31 August 2012**, the following guaranteed wage increases shall be paid by an employer to each of the classes of employees specified in the following Wage Schedule:

**E. SECTOR 2 (DIVISION C: CHAPTER V – CLAUSE 4 : WAGES)**

CLASS OF EMPLOYEE	WAGES PER WEEK (All Areas)	WAGES PER HOUR (All Area)
Grade 1 - Char	43,65	0,97
Grade 2	58,50	1,30
Grade 3	63,45	1,41
Grade 4	69,30	1,54
Grade 5	77,40	1,72
Grade 6	92,70	2,06
Grade 7	115,65	2,57
Grade 8	132,30	2,94

- (b)(xv) For the period **1 September 2012 to 31 August 2013**, the following guaranteed wage increases shall be paid by an employer to each of the classes of employees specified in the following Wage Schedule:

**E. SECTOR 2 (DIVISION C: CHAPTER V – CLAUSE 4 : WAGES)**

CLASS OF EMPLOYEE	WAGES PER WEEK (All Areas)	WAGES PER HOUR (All Area)
Grade 1 - Char	41,40	0,92
Grade 2	55,35	1,23
Grade 3	59,85	1,33
Grade 4	65,70	1,46
Grade 5	72,90	1,62
Grade 6	87,75	1,95
Grade 7	109,35	2,43
Grade 8	125,10	2,78

(2) Substitute the following for subclause (2):

**"Minimum wage Sector 6**

(a) For the period **1 October 2010 to 31 August 2011**, the following minimum wages shall be paid by an employer to each of the employees of the classes specified in the following Wage Schedule in the area of the Region in which the establishment is situated, and no employee shall accept a wage lower than that specified for his class in such area:

(ii) **Division B Employees: Wage Schedule**

Class of employee	Minimum Wages			
	Areas A		Other Areas	
	Per week	Per month	Per week	Per month
(a) Office, stores, sales and clerical employee - during first year of experience	706,16	3060,03	664,95	2881,45
during second year of experience	804,47	3486,04	755,77	3275,00
during third year of experience	927,20	4017,87	871,92	3778,32
thereafter	1074,78	4657,38	996,72	4319,12
(b) Motor vehicle sales person – during first year of experience	834,82	3617,55	791,19	3428,49
thereafter	1076,48	4664,75	1012,82	4388,89
(c) Bookkeeper	1368,93	5932,03	1296,90	5619,90
(d) Accountant	2339,29	10136,92	2206,95	9563,45
(e) Parts salesperson - during first year of experience	873,74	3786,21	832,22	3606,29
thereafter	1068,89	4631,86	1011,07	4381,30
Class of Employee	All Areas			
	Per week		Per month	
(f) Traveller - during first year of experience	873,74		3 786,21	
thereafter	1 068,89		4 631,86	
(g) Supply sales person - during first year of experience	873,74		3 786,21	
during second year of experience	1 001,05		4 337,88	
during third year of experience	1 121,88		4 861,48	
thereafter	1 203,98		5 217,25	
(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 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.



(ii) **Other employees – Wage Schedule**

Class of Employee	Minimum Wages			
	A Areas		Other Areas	
	Per week	Per hour	Per week	Per hour
	R	R	R	R
<b>Grade 1</b>				
Char	571,50	12,70	520,20	11,56
Grade 2	766,35	17,03	671,40	14,92
Grade 3	823,05	18,29	793,80	17,64
Grade 4	897,75	19,95	865,80	19,24
Grade 5	996,30	22,14	962,55	21,39
Grade 6	1186,65	26,37	1146,60	25,48

Class of Employee	All Areas	
	Per week	Per hour
	R	R
<b>Grade 1</b>		
Forecourt Attendant	649,80	14,44
Grade 7	1462,50	32,50
Grade 8	1671,30	37,14
Watchman	691,63	(No hourly rate)

(2) Insert the following new subclause (3):

“(3) For the period **1 September 2011 to 31 August 2012**, the following minimum wages shall be paid by an employer to each of the employees of the classes specified in the following Wage Schedule in the area of the Region in which his establishment is situated, and no employee shall accept a wage lower than that specified for his class in such area:

(i) **Division B Employees: Wage Schedule**

Class of employee	Minimum Wages			
	Areas A		Other Areas	
	Per week	Per month	Per week	Per month
(a) Office, stores, sales and clerical employee -				
during first year of experience	762,65	3 304,82	728,65	3 157,48
during second year of experience	868,83	3 764,93	828,33	3 589,43
during third year of experience	1 001,38	4 339,31	955,56	4 140,76
thereafter	1 160,76	5 029,96	1 093,53	4 738,63
(b) Motor vehicle sales person -				
during first year of experience	901,61	3 906,98	866,56	3 755,09
thereafter	1 162,60	5 037,93	1 109,93	4 809,70
(c) Bookkeeper	1 478,44	6 406,57	1 402,47	6 077,37
(d) Accountant	2 526,43	10 947,86	2 418,03	10 478,13
(e) Parts salesperson -				
during first year of experience	943,64	4 089,11	911,14	3 948,27
thereafter	1 154,40	5 002,40	1 107,55	4 799,38

Class of Employee	All Areas	
	Per week	Per month
(f) Traveller -		
during first year of experience	943,64	4 089,11
thereafter	1 154,40	5 002,40
(g) Supply sales person -		
during first year of experience	943,64	4 089,11
during second year of experience	1 081,13	4 684,90
during third year of experience	1 211,63	5 250,40
thereafter	1 300,30	5 634,63
(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 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.

(ii) **Other employees – Wage Schedule**

Class of Employee	Minimum Wages			
	A Areas		Other Areas	
	Per week	Per hour	Per week	Per hour
	R	R	R	R
<b>Grade 1</b>				
Char	617,40	13,72	571,95	12,71
Grade 2	827,55	18,39	739,80	16,44
Grade 3	888,75	19,75	868,05	19,29
Grade 4	969,75	21,55	947,25	21,05
Grade 5	1075,95	23,91	1052,55	23,39
Grade 6	1281,60	28,48	1254,15	27,87

Class of Employee	All Areas	
	Per week	Per hour
	R	R
<b>Grade 1</b>		
Forecourt Attendant	708,30	15,74
Grade 7	1579,50	35,10
Grade 8	1804,95	40,11
Watchman	746,96	(No hourly rate)

## (3) Insert the following new subclause (4):

- “(4) For the period **1 September 2012 to 31 August 2013**, the following minimum wages shall be paid by an employer to each of the employees of the classes specified in the following Wage Schedule in the area of the Region in which his establishment is situated, and no employee shall accept a wage lower than that specified for his class in such area:

(i) **Division B employees: Wage Schedule**

Class of employee	Minimum Wages			
	Areas A		Other Areas	
	Per week	Per month	Per week	Per month
(a) Office, stores, sales and clerical employee -				
during first year of experience	816,04	3 536,17	789,86	3 422,73
during second year of experience	929,65	4 028,48	898,04	3 891,51
during third year of experience	1 071,48	4 643,08	1 035,92	4 488,99
thereafter	1 242,01	5 382,04	1 186,53	5 141,63
(b) Motor vehicle sales person -				

during first year of experience	964,72	4 180,45	938,76	4 067,96
thereafter	1 243,98	5 390,58	1 203,22	5 213,95
(c) Bookkeeper	1 581,93	6 855,03	1 539,20	6 669,87
(d) Accountant	2 703,28	11 714,21	2 620,83	11 356,93
(e) Parts salesperson -				
during first year of experience	1 009,69	4 375,32	986,96	4 276,83
thereafter	1 235,21	5 352,58	1 194,18	5 174,78
<b>Class of Employee</b>	<b>All Areas</b>			
	<b>Per week</b>		<b>Per month</b>	
(f) Traveller -				
during first year of experience			1 009,69	4 375,32
thereafter			1 235,21	5 352,58
(g) Supply sales person -				
during first year of experience			1 009,69	4 375,32
during second year of experience			1 156,81	5 012,84
during third year of experience			1 296,44	5 617,91
thereafter			1 391,32	6 029,05
(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 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.


(ii) **Other employees – Wage Schedule**

<b>Class of Employee</b>	<b>Minimum Wages</b>			
	<b>A Areas</b>		<b>Other Areas</b>	
	<b>Per week</b>	<b>Per hour</b>	<b>Per week</b>	<b>Per hour</b>
	<b>R</b>	<b>R</b>	<b>R</b>	<b>R</b>
<b>Grade 1</b>				
Char	660,60	14,68	621,45	13,81
Grade 2	885,60	19,68	760,50	16,90
Grade 3	950,85	21,13	939,60	20,88
Grade 4	1037,70	23,06	1025,55	22,79
Grade 5	1151,10	25,58	1138,95	25,31
Grade 6	1371,15	30,47	1343,70	29,86

Class of Employee	All Areas	
	Per week	Per hour
	R	R
Grade 1-Forecourt Attendant	772,20	17,16
Grade 7	1690,20	37,56
Grade 8	1931,40	42,92
Watchman	799,25	(No hourly rate)

SIGNED AT RANDBURG ON BEHALF OF THE PARTIES, THIS 13th DAY OF  
OCTOBER 2010

  
..... B. CELE  
PRESIDENT OF THE COUNCIL

  
..... J. ESTERHUIZEN  
VICE-PRESIDENT OF THE COUNCIL

  
..... W. SCHRÖEDER  
GENERAL SECRETARY