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GOVERNMENT NOTICES
GOEWERMENTSKENNISGEWINGS

DEPARTMENT OF LABOUR
DEPARTEMENT VAN ARBEID

No. R. 1344

26 September 2003

LABOUR RELATIONS ACT, 1995

CANCELLATION OF GOVERNMENT NOTICE

**MOTOR INDUSTRY BARGAINING COUNCIL MIBCO: MAIN COLLECTIVE
AGREEMENT**

I, MEMBATHISI MPHUMZI SHEPHERD MDLADLANA, Minister of Labour, hereby,
in terms of section 32(7) of the Labour Relations Act, 1995, cancel Government Notice
No. R. 253 of 21 February 2003 with effect from 29 September 2003.

M M S MDLADLANA

MINISTER OF LABOUR

No. R. 1344

26 September 2003

LABOUR RELATIONS ACT, 1995

CANCELLATION OF GOVERNMENT NOTICE

**MOTOR INDUSTRY BARGAINING COUNCIL MIBCO: MAIN COLLECTIVE
AGREEMENT**

I, MEMBATHISI MPHUMZI SHEPHERD MDLADLANA, Minister of Labour, hereby,
in terms of section 32(7) of the Labour Relations Act, 1995, cancel Government Notice
No. R. 253 of 21 February 2003 with effect from 29 September 2003.

M M S MDLADLANA

MINISTER OF LABOUR

No. R. 1345

26 September 2003

LABOUR RELATIONS ACT, 1995**MOTOR INDUSTRY BARGAINING COUNCIL - MIBCO:****EXTENSION OF MAIN COLLECTIVE RE-ENACTING AND AMENDING AGREEMENT
TO NON-PARTIES**

I, MEMBATHISI MPHUMZI SHEPHERD MDLADLANA, 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 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 29 September 2003 and for the period ending 31 August 2004.

M M S MDLADLANA
MINISTER OF LABOUR

No. R. 1345

26 September 2003

WET OP ARBEIDSVERHOUDINGE, 1995**MOTORNYWERHEIDBEDINGINGSRAAD - MIBCO:
UITBREIDING VAN KOLLEKTIEWE HERBEKRAGTIGING- EN WYSIGING
HOOFDOOREENKOMS NA NIE-PARTYE**

Ek, MEMBATHISI MPHUMZI SHEPHERD MDLADLANA, Minister van Arbeid, verklaar hierby, kragtens artikel 32(2) van die Wet op Arbeidsverhoudinge, 1995 dat die Kollektiewe Ooreenkoms wat in die Bylae hierby verskyn en wat in die Motornywerheidbedingingsraad aangegaan is en kragtens artikel 31 van die Wet op Arbeidsverhoudinge, 1995, bindend is op die partye wat die ooreenkoms aangegaan het, bindend is vir die ander werkgewers en werknemers in daardie Nywerheid, met ingang van 29 September 2003, en vir die tydperk wat op 31 Augustus 2004 eindig.

M M S MDLADLANA

MINISTER VAN ARBEID

SCHEDULE

MOTOR INDUSTRY BARGAINING COUNCIL - MIBCO

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 Southern Africa

(hereinafter referred to as the “employers” or the “employers’ organisations”), of the one part, and the

Motor Industry Staff Association,

National Union of Metalworkers of South Africa

and the

South African Motor Union

(hereinafter referred to as the “employees” or the “trade unions”), of the other part,

being parties to the Motor Industry Bargaining Council - MIBCO.

PREAMBLE

1. PERIOD OF OPERATION OF AGREEMENT

This Agreement shall come into operation on such date as may be fixed by the Minister of Labour in terms of section 32 of the Labour Relations Act, 1995, and shall remain in operation for the period ending 31 August 2004.

2. MINIMUM TERMS AND CONDITIONS

Unless stated otherwise in this Agreement it is agreed that where a particular sector has negotiated actual and/or guaranteed wage increases or any other conditions of employment, then there can be no plant level negotiations on those employment conditions or wages negotiated nationally.

3. SPECIAL PROVISIONS

The provisions of clauses 17(4) of Division A, clause 1(3) of Division B, clause 4(7) of Chapter II of Division C and clause 4(6) of Chapter III of Division C, the proviso to clause 1 of Division D and clause 3(4) of Division D of the Agreement published under Government Notice No. R.697 of 31 May 2002, as extended by Government Notices Nos. R.1086 of 23 August 2002, R.1479 of 29 November 2002, R.162 of 31 January 2003 and R.253 of 21 February 2003 (hereinafter referred to as the "Former Agreement"), as further amended, re-enacted and extended from time to time, shall apply to employers and employees.

4. GENERAL PROVISIONS

The provisions contemplated in clauses 2 to 17(1)(a), clauses 17(2) and (3) and clauses 18 to 39 of Division A, clauses 1(1) to 1(2)(b), 1(4) to 12 of Division B, clauses 1 to 4 of Chapter I, Division C, clauses 1 to 4(6) and clause 4(8) of Chapter II, Division C, clauses 1 to 4(5), clause 4(7) to 4(9) and the Schedule to Chapter III, Division C, Chapters IV and V of Division C, the introduction to clause 1, clauses 2 to 3(3), items 1 to 4 and clauses 4 to 6 of Division D of the Former Agreement shall apply to employers and employees.

5. PEACE CLAUSE

The parties agree not to embark on and/or participate in any form of industrial action as a result of any dispute on any 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 promulgation of wage and/or salary adjustments and agreed conditions of employment shall be unprotected.

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 as it existed prior to the commencement of the Constitution of the Republic of South Africa, 1993 (Act No. 200 of 1993);
 - (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 the provisions 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 the provisions are not inconsistent with the provisions of or any conditions fixed under that Act.

- (3) (a) The provisions of this Agreement on ordinary hours of work, overtime and Sunday work as set out in the Schedule to this subclause, shall not apply to managers and foremen who receive not less than -
- (i) R1 634,00 per week if employed in any of the A Areas;
 - (ii) R1 388,00 per week if employed in any of the Other Areas.

SCHEDULE

Division A - Clause 18 - Hours of work
 Clause 19 - Overtime
 Clause 21 - Sunday work

- (b) Employees earning in excess of R1 634,00 per week if employed in any of the A Areas or R1 388,00 per week in any of the Other Areas shall not be required to work overtime other than on a voluntary basis, free from any form of coercion, intimidation or victimisation.
- (4) Clauses 1 and 2 of the Preamble and clause 1(1)(b) of Division A of this Agreement shall not apply to employers and employees who are not members of the employers' organisations and trade unions, respectively.

2. CLAUSE 9: SPECIAL PROVISIONS TO WATCHMEN

- (1) In subclause (3), substitute the expression "R397, 77" for the expression "R364,94".

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

- (1) In subclause (1)(a), substitute the expressions "R13,70", "R19,77" and "R22,80" for the expressions "R12,57", "R18,14" and "R20,92", respectively.
- (2) In subclause (1)(b), substitute the expressions "R13,70", "R16,73", "R19,77" and "R22,80" for the expressions "R12,57", "R15,35", "R18,14" and "R20,92", respectively.

4. **CLAUSE 27 : ADDITIONAL HOLIDAY PAY**

- (1) In subclause (1)(a), substitute the expressions "R36, 51" and "R40,57" for the expressions "R33,50" and "R37,22", respectively.
- (2) In subclause (1)(b), substitute the expression "R40, 57" for the expression "R37,22".
- (3) Substitute the following for subclause (10)(b):

"(10)(b) The amount of the holiday bonus referred to in paragraph (a) of this subclause shall be two weeks' wages, with a maximum payment of R2 110,00 per annum."

DIVISION B**1. CLAUSE 3 : WAGES**

- (1) Substitute the following for the Wage Schedule prescribed in subclause (1) of this clause:

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

Class of employee	Minimum Wages			
	A Areas		Other Areas	
	Per week	Per month	Per week	Per month
(a) Office, stores, sales and clerical employee -	R	R	R	R
during first year of experience	419,87	1 819,44	385,73	1 671,50
during second year of experience	479,08	2 076,00	438,08	1 898,35
during third year of experience	551,75	2 390,92	505,50	2 190,50
thereafter	640,57	2 775,80	582,57	2 524,47
(b) Motor vehicle salesperson -				
during first year of experience	506,60	2 195,27	461,14	1 998,27
thereafter	653,25	2 830,75	588,16	2 548,69
(c) Bookkeeper	823,58	3 568,85	755,13	3 272,23
(d) Accountant	1 401,05	6 071,22	1 282,59	5 557,89
(e) Parts salesperson -				
during first year of experience	528,04	2 288,17	486,27	2 107,17
thereafter	648,64	2 810,77	588,72	2 551,12

Class of employee	All Areas	
	Per week	Per month
(f) Traveller -		
during first year of experience	530,22	2 297,62
thereafter	648,64	2 810,77
(g) Supply salesperson -		
during first year of experience	530,22	2 297,62
during second year of experience	607,47	2 632,37
during third year of experience	680,80	2 950,13
thereafter	730,62	3 166,02
(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 forth-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:** For minimum prescribed wages in respect of Sector 6 please refer to clause 3(2) of Division D of this Agreement.”.

2 CLAUSE 8 : ANNUAL LEAVE

- (1) In subclause (13)(b), substitute the expression “R2 110,00” for the expression “R1 935,00”.

DIVISION C**CHAPTER I****1. CLAUSE 3 – WAGES**

- (1) Substitute the following for the Wage Schedule prescribed in subclause (1) of this clause:

“ **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
Grade 1				
Forecourt Attendant	248,85	5,53	212,40	4,72
Char	309,15	6,87	272,25	6,05
Grade 2	436,95	9,71	364,95	8,11
Grade 3	472,50	10,50	444,15	9,87
Grade 4	515,70	11,46	485,10	10,78
Grade 5	575,55	12,79	540,00	12,00
Grade 6	692,10	15,38	649,35	14,43

Class of employee	All Areas	
	Per week	Per hour
	R	R
Grade 7	877,05	19,49
Grade 8	1 002,60	22,28
Watchman	397,77	(No hourly rate)

APPRENTICE WAGES

Class of employee	All Areas	
	Per week	Per hour
	R	R
<u>APPRENTICES</u>		
<u>Three-year trades</u>		
First year	422,10	9,38
Second year	523,35	11,63
Third year	643,05	14,29
<u>Four-year trades</u>		
First year	422,10	9,38
Second year	463,05	10,29
Third year	523,35	11,63
Fourth year	643,05	14,29
<u>Competency-based modular training</u>		
Level 1	402,30	8,94
Level 2	502,20	11,16
Level 3	603,45	13,41
Level 4	703,35	15,63

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

DIVISION C : CHAPTER II

1. CLAUSE 4 : WAGES

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

“(1) Preamble

Negotiations shall be based on increases to minimum wages as set out in this clause.”.

- (2) Substitute the following for the Wage Schedule prescribed in subclause (2):

“SCHEDULE

PART A : MISCELLANEOUS

MINIMUM WAGES

Class of employee	Wages per week (All Areas)
Grade 1	R309,15 (R6,87 per hour)
Grade 2	R436,95 (R9,71 per hour)
Grade 3	R472,50 (R10,50 per hour)
Grade 5	R575,55 (R12,79 per hour)
Grade 6	R692,10 (R15,38 per hour)
Grade 7	R877,05 (R19,49 per hour)
Grade 8	R1 002,60 (R22,28 per hour)

PART B : OPERATIVES**MINIMUM WAGES**

Class of employee	Wages per week (All Areas)
Grade 5	R575,55 (R12,79 per hour)

APPRENTICE WAGES

Class of employee	All Areas	
	Per week	Per hour
	R	R
<u>APPRENTICES</u>		
<u>Three-year trades</u>		
First year	422,10	9,38
Second year	523,35	11,63
Third year	643,05	14,29
<u>Four-year trades</u>		
First year	422,10	9,38
Second year	463,05	10,29
Third year	523,35	11,63
Fourth year	643,05	14,29
<u>Competency-based modular training</u>		
Level 1	402,30	8,94
Level 2	502,20	11,16
Level 3	603,45	13,41
Level 4	703,35	15,63

[NOTE: Guaranteed wage increases

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

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

- (1) Delete subclauses (2) and (3) of this clause and renumber subclauses (4), (5), (6), (7), (8) and (9) to read subclauses (2), (3), (4), (5), (6) and (7).

- (2) Substitute the following for subclause (2) [previously subclause (4)] :

“(2) The following increases shall be paid on actual wages:

- (a) 9,5% for employees earning up to R11,99 per hour.*
- (b) 9% for employees earning R12,00 or more per hour.”.*

- (3) Amend subclause (3) [previously subclause (5)] to read as follows:

“(3) An employer that has already granted a wage increase after 1 September 2002 may offset those increases against the percentage set out in this clause.”.

- (4) Substitute the following for the Wage Schedule prescribed in subclause (6) [previously subclause (8)].

"SCHEDULE

PART A : MISCELLANEOUS

Class of employee	Wages per week (All Areas)
Grade 1	R309,15 (R6,87 per hour)
Grade 2	R436,95 (R9,71 per hour)
Grade 8	R1 002,60 (R22,28 per hour)

PART B : OPERATIVES WHO MAY QUALIFY FOR SETTING BONUS

Class of employee	Wages per week (All Areas)
Grade 3	R472,50 (R10,50 per hour)
Grade 4	R515,70 (R11,46 per hour)
Grade 5	R575,55 (R12,79 per hour)
Grade 6	R692,10 (R15,38 per hour)

APPRENTICE WAGES

Class of employee	All Areas	
	Per week	Per hour
	R	R
<u>APPRENTICES</u>		
<u>Three-year trades</u>		
First year	422,10	9,38
Second year	523,35	11,63
Third year	643,05	14,29
<u>Four-year trades</u>		
First year	422,10	9,38
Second year	463,05	10,29
Third year	523,35	11,63
Fourth year	643,05	14,29
<u>Competency-based modular training</u>		
Level 1	402,30	8,94
Level 2	502,20	11,16
Level 3	603,45	13,41
Level 4	703,35	15,63

”

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

- (1) Substitute the following for the Wage Schedule to this clause:

Minimum Wages				
Class of employee	A Areas		Other Areas	
	Per week	Per hour	Per week	Per hour
	R	R	R	R
Grade 1				
Forecourt Attendant	248,85	5,53	212,40	4,72
Char	309,15	6,87	272,25	6,05
Grade 2	436,95	9,71	364,95	8,11
Grade 3	472,50	10,50	444,15	9,87
Grade 4	515,70	11,46	485,10	10,78
Grade 5	575,55	12,79	540,00	12,00
Grade 6	692,10	15,38	649,35	14,43

Class of employee	All Areas	
	Per week	Per hour
	R	R
Grade 7	877,05	19,49
Grade 8	1 002,60	22,28
Watchman	397,77	(No hourly rate)

APPRENTICE WAGES

Class of employee	All Areas	
	Per week	Per hour
	R	R
<u>APPRENTICES</u>		
<u>Three-year trades</u>		
First year	422,10	9,38
Second year	523,35	11,63
Third year	643,05	14,29
<u>Four-year trades</u>		
First year	422,10	9,38
Second year	463,05	10,29
Third year	523,35	11,63
Fourth year	643,05	14,29
<u>Competency-based modular training</u>		
Level 1	402,30	8,94
Level 2	502,20	11,16
Level 3	603,45	13,41
Level 4	703,35	15,63

- (2) Substitute the following for Note 1 at the end of the Wage Schedule:

"Operative engine assembler

For the first 18 months

of experience

R569,25 per week (R12,65 per hour)

Thereafter

R870,30 per week (R19,34 per hour)".

Operative, grade A

For the first 12 months

of experience

R569,25 per week (R12,65 per hour)

Thereafter

R684,90 per week (R15,22 per hour)".

Operative, grade B

For first 6 months

of experience

R473,85 per week (R10,53 per hour)

Thereafter

R508,50 per week (R11,30 per hour)".

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

- (1) Substitute the following for the Wage Schedule to this clause:

"SCHEDULE**PART A : MISCELLANEOUS**

Class of employee	Wages per week (All Areas)
Grade 1	R309,15 (R6,87 per hour)
Grade 2	R436,95 (R9,71 per hour)
Grade 3	R472,50 (R10,50 per hour)
Grade 4	R515,70 (R11,46 per hour)
Grade 5	R575,55 (R12,79 per hour)
Grade 6	R692,10 (R15,38 per hour)
Grade 7	R877,05 (R19,49 per hour)
Grade 8	R1 002,60 (R22,28 per hour)

PART B : OPERATIVES

Class of employee	Wages per week (All Areas)
Grade 4	R515,70 (R11,46 per hour)
Grade 5	R575,55 (R12,79 per hour)

APPRENTICE WAGES

Class of employee	All Areas	
	Per week	Per hour
	R	R
<u>APPRENTICES</u>		
<u>Three-year trades</u>		
First year	422,10	9,38
Second year	523,35	11,63
Third year	643,05	14,29
<u>Four-year trades</u>		
First year	422,10	9,38
Second year	463,05	10,29
Third year	523,35	11,63
Fourth year	643,05	14,29
<u>Competency-based modular training</u>		
Level 1	402,30	8,94
Level 2	502,20	11,16
Level 3	603,45	13,41
Level 4	703,35	15,63

DIVISION D

1. CLAUSE 1 : SCOPE OF APPLICATION

- (1) Substitute the following for Clause 1:

"The provisions of this Division shall apply to all establishments operating in the Motor Industry, excluding Sector 1 (Chapter III): Provided that the inclusion of Division D shall be deemed to be a transitional arrangement for the further development of a new bargaining model for the Industry, and the inclusion thereof shall be by consensus of the parties, failing which it shall be deleted from future collective agreements."

2. CLAUSE 3 : WAGES

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

" (1) Guaranteed Wage Increases : Sectors 1 (Chapter II), 2, 3, 4, 5 and 7:

- (a) *An employer shall pay his employees who at the time of publication of this Agreement are earning above the minimum wages prescribed in terms of Division B and Division C, Chapters I, II, IV and V, the guaranteed wage increases as set out below.*

- (a) *An employer may prorate the guaranteed wage increases for employees with less than 12 months' service: Provided that they will only be implemented with effect from the 7th month.*
- (c) *An employer who has granted increases over and above the prescribed increases after 1 March 2003 may offset those increases against the increases set out below: Provided that no wage increases shall be offset on more than one occasion.*
- (d) *The parties shall undertake not to embark upon or participate in any industrial action as a result of disputes on guaranteed wage increases relating to any other sector of the Motor Industry: Provided that the employer has implemented the guaranteed wage increases. Any such industrial action shall be deemed unprotected.*

A. SECTORS 1 (Chapter II), 2, 3, 4, 5 AND 7
(DIVISION B : CLAUSE 3 - WAGES)

Class of employee	Guaranteed increases	
	All Areas	
	Per week R	Per month R
(a) Office, stores, sales and clerical employee -		
during first year of experience	30,82	133,55
during second year of experience	35,16	152,36
during third year of experience	40,50	175,50
thereafter	47,01	203,71
(b) Motor vehicle salesperson -		
during first year of experience	37,18	161,11
thereafter	47,94	207,74
(c) Bookkeeper	60,45	261,95
(d) Accountant	102,83	445,60
(e) Parts salesperson -		
during first year of experience	38,76	167,96
thereafter	47,61	206,31

Class of employee	All Areas	
	Per week	Per month
(f) Traveller -		
during first year of experience	38,92	168,65
thereafter	47,61	206,31
(g) Supply salesperson -		
during first year of experience	38,92	168,65
during second year of experience	44,58	193,18
during third year of experience	49,97	216,54
thereafter	53,62	232,35

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

Class of employee	Guaranteed increases	
	All Areas	
	Per week	Per hour
	R	R
Grade 1		
Forecourt attendant	18,45	0,41
Char	22,50	0,50
Grade 2	31,95	0,71

Class of employee	Guaranteed increases	
	All Areas	
	Per week	Per hour
	R	R
Grade 3	34,65	0,77
Grade 4	37,80	0,84
Grade 5	42,30	0,94
Grade 6	50,85	1,13

Class of employee	Guaranteed increases	
	All Areas	
	Per week	Per hour
	R	R
Grade 7	64,35	1,43
Grade 8	73,80	1,64
Watchman	29,19	(No hourly rate)

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

Class of employee	Guaranteed increases (All Areas)
Grade 1	R22,50 (R0,50 per hour)
Grade 2	R31,95 (R0,71 per hour)
Grade 3	R34,65 (R0,77 per hour)
Grade 5	R42,30 (R0,94 per hour)
Grade 6	R50,85 (R1,13 per hour)
Grade 7	R64,35 (R1,43 per hour)
Grade 8	R73,80 (R1,64 per hour)

D. SECTOR 3 (DIVISION C : CHAPTER IV - CLAUSE 4 : WAGES)

Class of employee	Guaranteed increases	
	All Areas	
	Per week	Per hour
	R	R
Grade 1		
Forecourt attendant	18,45	0,41
Char	22,50	0,50
Grade 2	31,95	0,71

Class of employee	Guaranteed Increases	
	All Areas	
	Per week	Per hour
	R	R
Grade 3	34,65	0,77
Grade 4	37,80	0,84
Grade 5	42,30	0,94
Grade 6	50,85	1,13

Class of employee	Guaranteed increases	
	All Areas	
	Per week	Per hour
	R	R
Grade 7	64,35	1,43
Grade 8	73,80	1,64
Watchman	29,19	(No hourly rate)

Operative engine assembler

For the first 18 months of experience

R41,85 per week (R0,93 per hour)

Thereafter

R63,90 per week (R1,42 per hour)

Operative, grade A

For the first 12 months of experience

R41,85 per week (R0,93 per hour)

Thereafter

R50,40 per week (R1,12 per hour)

Operative, grade B

For the first 6 months of experience

R34,65 per week (R0,77 per hour)

Thereafter

R37,35 per week (R0,83 per hour)

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

Class of employee	Guaranteed increases (All Areas)
Grade 1	R22,50 (R0,50 per hour)
Grade 2	R31,95 (R0,71 per hour)
Grade 3	R34,65 (R0,77 per hour)
Grade 4	R37,80 (R0,84 per hour)
Grade 5	R42,30 (R0,94 per hour)
Grade 6	R50,85 (R1,13 per hour)
Grade 7	R64,35 (R1,43 per hour)
Grade 8	R73,80 (R1,64 per hour)

- (2) Substitute the following for subclause (2) of this clause:

"(2) Minimum wages: Sector 6:**(i) Division B employees:**

Class of employee	Minimum Wages			
	A Areas		Other Areas	
	Per week	Per month	Per week	Per month
(a) Office, stores, sales and clerical employee -	R	R	R	R
during first year of experience	428,85	1 856,92	386,61	1 674,00
during second year of experience	489,25	2 115,45	439,06	1 901,14
during third year of experience	563,09	2 438,18	506,59	2 193,54
thereafter	652,72	2 826,28	583,72	2 527,52
(b) Motor vehicle salesperson -				
during first year of experience	506,60	2 195,27	461,14	1 998,27
thereafter	653,25	2 830,75	588,16	2 548,69
(c) Bookkeeper	831,36	3 599,79	755,75	3 272,40
(d) Accountant	1 420,66	6 151,47	1 284,36	5 561,27
(e) Parts salesperson -				
during first year of experience	530,22	2 297,62	486,27	2 107,17
thereafter	648,64	2 810,77	588,72	2 551,12

Class of employee	All Areas	
	Per week	Per month
(f) Traveller -		
during first year of experience	530,22	2 297,62
thereafter	648,64	2 810,77
(g) Supply salesperson -		
during first year of experience	530,22	2 297,62
during second year of experience	607,47	2 632,37
during third year of experience	680,80	2 950,13
thereafter	730,62	3 166,02
(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 forth-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**

Class of employee	Minimum Wages			
	A Areas		Other Areas	
	Per week	Per hour	Per week	Per hour
	R	R	R	R
Grade 1				
Forecourt attendant	248,68	5,53	212,25	4,72
Char	323,73	7,19	278,60	6,08

Grade 2	456,17	10,14	366,90	8,15
Grade 3	490,50	10,90	457,52	10,17
Grade 4	534,65	11,88	499,27	11,09
Grade 5	593,51	13,19	555,23	12,34
Grade 6	706,32	15,70	661,67	14,70

Class of employee	All Areas	
	Per week	Per hour
	R	R
Grade 7	887,81	19,73
Grade 8	1 010,43	22,45
Watchman	412,01	(No hourly rate)

**SIGNED AT RANDBURG ON BEHALF OF THE PARTIES, THIS 21st DAY OF
AUGUST 2003**

B. CELE

VICE-PRESIDENT OF THE COUNCIL

B.C. CANNING

MEMBER OF THE COUNCIL

B.G. DU PREEZ

GENERAL SECRETARY OF THE COUNCIL

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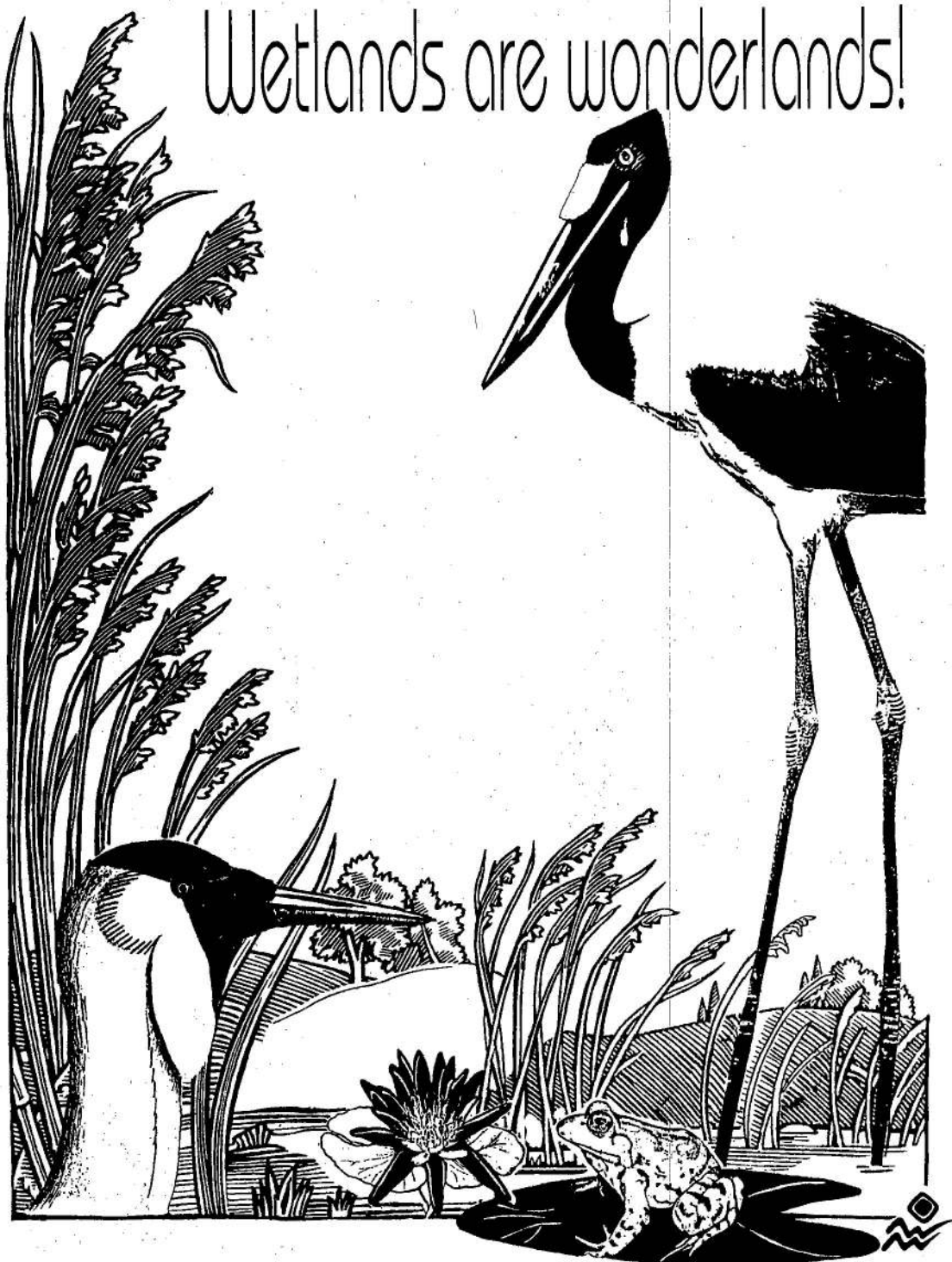
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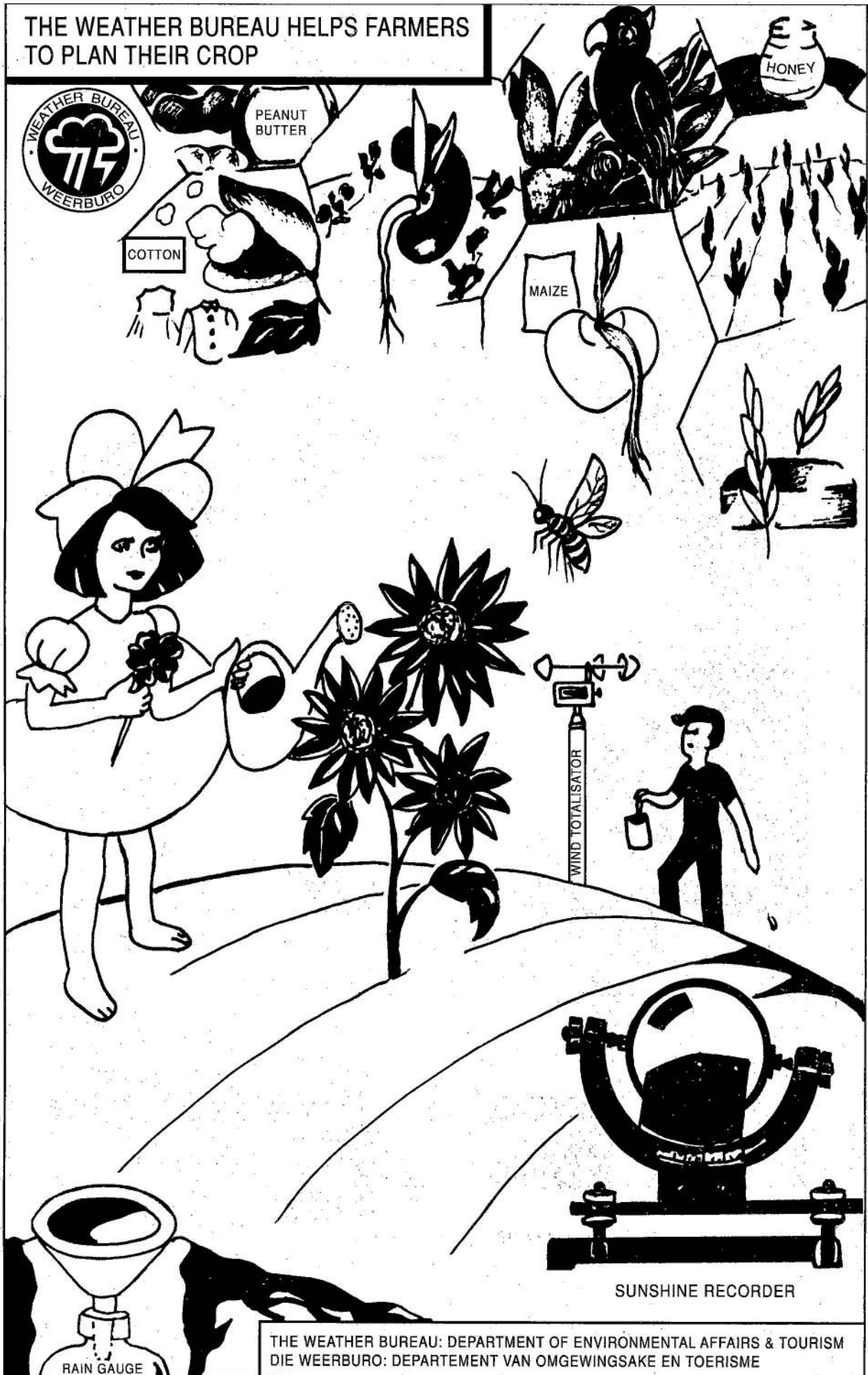
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