

APPRENTICE AND LEARNERSHIP WAGES

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

NOTE**Guaranteed Wage Increases**

An employer shall pay his employees who are earning above the prescribed minimum wages from 7 February 2011, the guaranteed wage increases as set out in Division D of this Agreement.

(b) Minimum wages from **1 September 2011 to 31 August 2012**

SCHEDULE

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

NOTE**Guaranteed Wage Increases**

An employer shall pay his employees who are earning above the prescribed minimum wages from 7 February 2011, the guaranteed wage increases as set out in Division D of this Agreement.

(c) Minimum wages from 1 September 2012 to 31 August 2013**SCHEDULE**

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

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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)

NOTE**Guaranteed Wage Increases**

An employer shall pay his employees who are earning above the prescribed minimum wages from 7 February 2011, the guaranteed wage increases as set out in Division D of this Agreement.

CLAUSE 3 - EMPLOYEES

- (1) Subject to the provisions of subclause (2) of this clause, an automotive engineering establishment which is registered with the Council in terms of clause 1 of this Chapter may employ, in addition to apprentices and trainees in terms of clause 2(1)(b) of Division A of this Agreement, and the classes of employees referred to in clause 3 of Division B and clause 3 of Chapter I of Division C of this Agreement, any of the classes of employees referred to in clause 4 of this Chapter under the terms and conditions laid down in this Chapter:

Provided that where the provisions of Division A or B or Chapter I of Division C and the provisions of this Chapter are in conflict, the provisions of this Chapter shall obtain and have preference.

[NOTE: For special provisions relating to the ratio refer to Clause 5 of Division D of this Agreement.]

- (2) Notwithstanding anything to the contrary in this Agreement, the provisions of Chapter I of Division C relating to body shop assistants, B/A journeymen and repair shop assistants shall not apply to automotive engineering establishments registered as such by the Council.
- (3) An employer shall not employ a diesel pump room assistant unless he has at least one journeyman actively engaged in the pump room, and the number of diesel pump room assistants in his employ shall at no time exceed the number of journeymen actively engaged in his pump room by more than one.
- (4) (a) Subject to the proviso set out hereunder, an employer shall not engage an operative, grade A, operative, grade B, or operative, grade C unless he employs at least one journeyman.

- (b) At no time shall the total number of operatives, grade A, operatives, grade B, or operatives, grade C, employed at an establishment exceed the aggregate number of journeymen employed at that establishment by more than one.

[**Note** - Applications for exemption from the provisions of this subclause must be directed to the National Council, ie **not** to Regional Councils as in the case of other exemptions.]

- (5) An employer shall not employ an operative engine assembler unless he has at least one journeyman actively engaged in his workshop.
- (6) Where an employer carries on business in more than one establishment in the Motor Industry, the provisions of this clause shall be observed in relation to each single establishment on its own.

CHAPTER V

RECONDITIONING ESTABLISHMENTS

CLAUSE 1 - SCOPE OF APPLICATION AND REGISTRATION

- (1) The provisions of this Chapter and all of the provisions of Divisions A and B shall apply to reconditioning establishments registered as such by the Council: Provided that where provisions of Divisions A and B are in conflict with the provisions of this Chapter, the latter shall obtain and have preference.
- (2)
 - (a) Application for registration as a reconditioning establishment for purposes of this Chapter shall be made by the employer to the Council or the Regional Council having jurisdiction in such form as may be prescribed, and the Council may, in its discretion, register the establishment concerned for such period and subject to such terms and conditions as it may determine and shall issue the employer with a certificate to the effect.
 - (b) The Council may at any time withdraw or vary the terms of a certificate issued under paragraph (a) of this subclause and the employer shall, when so required, in writing, return the certificate to the Council within 10 days after receipt of such written notification.

- (c) An employer whose reconditioning establishment is not registered under paragraph (a) of this subclause shall in respect of such establishment be subject to the provisions of Chapter I of Division C of this Agreement.

[**NOTE:** For special provisions relating to the ratio refer to Clause 5 of Division D of this Agreement.]

CLAUSE 2 - 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) Minimum Wages

The following minimum wages shall be paid by an employer to each of the employees of the classes specified in the following wage schedules. No employee shall accept a wage lower than that specified for his/her class in such area.

(2) Setting bonus

The minimum weekly rates prescribed for operatives Grades 4 & 5 hereunder shall be increased by R 5.00 per week if the employee at any time in the course of his duties sets and adjusts the machine he operates.

(3) Bonus

The minimum weekly wage prescribed for an operative supervisor in the Schedule hereunder shall be increased by R10.00 per week if the employee at any time in the course of his duties checks the work of operative classes of workers and uses measuring instruments in the process.

(4) Experience

'Experience', for the purposes of this clause, means the total period or periods of employment which an employee has had either with his present or any other employer in the particular occupation in which he is employed.

(5) Wage Schedules

- (a) **Minimum wages from 7 February 2011 to 31 August 2011**

WAGE SCHEDULE**PART A : MISCELLANEOUS**

CLASS OF EMPLOYEE	WAGES PER WEEK (All Areas)	WAGES PER HOUR (All Area)
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

CLASS OF EMPLOYEE	WAGES PER WEEK (All Areas)	WAGES PER HOUR (All Area)
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
<u>APPRENTICES</u>		
<u>Three year Trades</u>		
First year	786,60	17,48
Second year	975,15	21,67
Third year	1198,35	26,63
<u>Four year Trades</u>		
First year	786,60	17,48
Second year	862,65	19,17
Third year	975,15	21,67
Fourth year	1198,35	26,63
<u>CBMT</u>		
Level 1	750,15	16,67
Level 2	936,00	20,80
Level 3	1125,45	25,01
Level 4	1310,40	29,12

<u>NQF Learnerships</u>		
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 7 February 2011, the guaranteed wage increases as set out in Division D of this Agreement.

- (1) (b) Minimum wages from **1 September 2011 to 31 August 2012.**

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

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

APPRENTICE AND LEARNERSHIP WAGES

Class of Employee	All Areas	
	Per week	Per hour
	R	R
<u>APPRENTICES</u>		
<u>Three year Trades</u>		
First year	873,00	19,40
Second year	1082,25	24,05
Third year	1330,20	29,56

<u>Four year Trades</u>		
First year	873,00	19,40
Second year	957,60	21,28
Third year	1082,25	24,05
Fourth year	1330,20	29,56
<u>CBMT</u>		
Level 1	832,50	18,50
Level 2	1039,05	23,09
Level 3	1249,20	27,76
Level 4	1454,40	32,32
<u>NQF Learnerships</u>		
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 7 February 2011, the guaranteed wage increases as set out in Division D of this Agreement.

- (c) Minimum wages from 1 September 2012 to 31 August 2013.

**WAGE SCHEDULE
PART A : MISCELLANEOUS**

CLASS OF EMPLOYEE	WAGES PER WEEK (All Areas)	WAGES PER HOUR (All Area)
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

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

APPRENTICE AND LEARNERSHIP WAGES

Class of Employee	All Areas	
	Per week	Per hour
	R	R
<u>APPRENTICES</u>		
<u>Three year Trades</u>		
First year	960,30	21,34
Second year	1190,70	26,46
Third year	1463,40	32,52
<u>Four year Trades</u>		
First year	960,30	21,34
Second year	1053,45	23,41
Third year	1190,70	26,46
Fourth year	1463,40	32,52
<u>CBMT</u>		
Level 1	915,75	20,35
Level 2	1143,00	25,40
Level 3	1374,30	30,54
Level 4	1599,75	35,55
<u>NQF Learnerships</u>		
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 7 February 2011, the guaranteed wage increases as set out in Division D of this Agreement.

CLAUSE 3 - EMPLOYEES

- (1) Subject to the provisions of subclause (2) of this clause, a reconditioning establishment which is registered with the Council in terms of clause 1 of this Chapter may employ, in addition to apprentices and trainees in terms of clause 2(1)(b) of Division A of this Agreement and the classes of employees referred to in clause 2 of Division B and clause 2 of Chapter I of Division C of this Agreement, any of the classes of employees referred to in clause 2 of this Chapter under the terms and conditions laid down in this Chapter: Provided that where the provisions of Division A or B or Chapter I of Division C and the provisions of this Chapter are in conflict, the provisions of this Chapter shall obtain and have preference.
- (2) Notwithstanding anything to the contrary in this Agreement, the provisions of Chapter I of Division C relating to body shop assistants, B/A journeymen and repair shop assistants shall not apply to reconditioning establishments registered as such by the Council.

DIVISION D

SPECIAL PROVISIONS RELATING TO SECTORS

CLAUSE 1 - SCOPE OF APPLICATION

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.

CLAUSE 2 : DEFINITIONS

For the purposes of this Division –

'Sector 1' means **manufacturing and vehicle body building establishments (Chapter II & III)** i.e. vehicle body builders; trailers and caravan manufacturers and warranty repairs; vehicle components and accessories; fibreglass component manufacturers, repairs and sales;

‘Sector 2’ means remanufacturing (production) establishments (Chapter V), i.e. component remanufacturers; brake, clutch and radiator remanufacturers; drive-train remanufacturers; and steering remanufacturers;

‘Sector 3’ means reconditioning establishments (Chapter IV), i.e. automotive engineers; fuel injection/diesel pumps; gearbox/t ransmission; turbochargers; and springsmiths;

‘Sector 4’ means service and repair establishments (Chapter I), i.e. motor cycle sales and repairers; battery sales and repairers; tyre sales, repairs and wheel alignment, tyre retreaders; exhaust, towbar and shockabsorber fitters; radio, alarms and immobilizer fitters; sun roof fitters; airconditioning fitters; body repairers; upholsterer and motor trimmers, auto electrical repairers; auto valet and steam cleaners; propshafts and CV joints repairers; motor plastic component repairers, glass fitters; carburettor sales and repairers; drive-train fitters and repairers; steering fitters and repairers; motor vehicle, bus, truck and tractor repairers;

‘Sector 5’ means fuel dealers, service stations and related establishments (Chapter I);

‘Sector 6’ means dealers sales and distribution establishments (Chapter I), i.e. used motor vehicle, bus truck and tractor sales and repairers; franchised motor vehicle, bus, truck, tractors and parts sales and repairers; caravan sales and repairers; and agricultural equipment sales and repairers;

‘Sector 7’ means automotive parts, accessories, equipment and tools establishments (Chapter I), i.e. motor parts, accessories, equipment and tools; auto-breakers and used parts dealer establishment;”

CLAUSE 3 : GUARANTEED WAGES INCREASES

(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, Chapter I, II, IV and V, the guaranteed wage increases as set out below.

- (b) An employer may pro-rate the guaranteed wage increases for employees with less than 12 months' service, with the proviso that they will only be implemented with effect from the 7th month.
- (b) An employer who has granted an increase over and above the prescribed increases during the preceding 12 months may offset those increases against the increases set out below; provided that no wage increases shall be offset on more than one occasion.
- (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. WAGE SCHEDULE : SECTOR 1 (Chapter II) 2, 3, 4, 5 and 7
(DIVISION B : CLAUSE 3 : WAGES)**

- (i) **from 7 February 2011 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:

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	75,07	325,30
thereafter	87,16	377,69
(b) Motor vehicle sales person -	68,93	298,70
during first year of experience	88,88	385,15
thereafter	112,06	485,59
(c) Bookkeeper	190,63	826,06
(d) Accountant		
(e) Parts salesperson -		
during first year of experience	71,86	311,39
thereafter	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

- (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

- (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

- (iv) **from 7 February 2011 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	
	All Areas	
	Per week	Per hour
	R	R
Grade 1		
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)

- (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	
	All Areas	
	Per week	Per hour
	R	R
Grade 1		
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
Grade 7	115,65	2,57
Grade 8	132,30	2,94
Watchman	55,33	(No hourly rate)

- (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	
	All Areas	
	Per week	Per hour
	R	R
Grade 1		
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
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
Watchman	50,48	(No hourly rate)

- (vii) Of the effected date of this agreement 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 Areas)
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

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 Areas)
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

- (viii) 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

- (ix) **from 7 February 2011 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	
	All Areas	
	Per week	Per hour
	R	R
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	136,35	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 (R1,77per 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)

- (x) 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	
	All Areas	
	Per week	Per hour
	R	R
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
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)

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

Class of Employee	Guaranteed Increases	
	A Areas	
	Per week	Per hour
	R	R
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
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)

- (xii) **from 7 February 2011 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 Areas)
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

- (xiii) 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 Areas)
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

- (xiv) 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 Areas)
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) Minimum wage Sector 6

- (a) from 7 February 2011 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:

(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	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
Grade 1				
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
Grade 1		
Forecourt Attendant	649,80	14,44
Grade 7	1462,50	32,50
Grade 8	1671,30	37,14
Watchman	691,63	(No hourly rate)

- (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
Grade 1				
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
Grade 1		
Forecourt Attendant	708,30	15,74
Grade 7	1579,50	35,10
Grade 8	1804,95	40,11
Watchman	746,96	(No hourly rate)

- (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
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			1 156,81	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**

Class of Employee	Minimum Wages			
	A Areas		Other Areas	
	Per week	Per hour	Per week	Per hour
	R	R	R	R
Grade 1				
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)

CLAUSE 4 : PAYMENT OF EARNINGS(1) **Sector 7 : Part Salesperson**

- (a) The monthly earnings due to monthly paid employees shall be paid to them not later than the last working day of each calendar month: provided that the commission on sales due to a parts sales person employed in an establishment mainly or exclusively engaged in the sale of automotive parts and equipment and accessories shall not be calculated earlier than the 20th day of the month to which it relates, and shall be paid not later than the 25th day of the following month, subject to the following conditions:

- (i) A part sales person in the employ of any establishment described herein shall, at the end of the month of publication of this Agreement be paid commission equal to the average commission earned during the previous three months, or the average commission earned during any such lesser period, if newly engaged during the three months preceding the date of publication hereof.
- (ii) Should this bridging commission vary in favour of the employer by more than 10% of the actual commission earned, an adjustment shall be made by means of equal instalments over a period of three months reckoned from the date of payment of the adjusted commission;
- (iii) Should this bridging commission vary in favour of the parts sales person the entire adjusted amount shall be paid to him in a single payment not later than the 25th day of the month following the month to which it relates;
- (iv) In the event of the termination of the services of the parts sales person for any reason whatsoever the final commission payment shall be made to the employee concerned not later than the last working day of the month in which services are terminated.

(2) Sector 6 : Payment of Commission

- (a) The monthly earnings due to monthly paid employees shall be paid to them not later than the last working day of each calendar month: Provided that the commission on sales due to an employee shall not be calculated earlier than the 20th day of the month to which it relates, and shall be paid not later than the 25th day of the following month, subject to the following conditions:
 - (i) An employee shall, at the end of the month of publication of this Agreement , be paid commission equal to the average commission earned during the previous three months, or the average commission earned during any such lesser period, if newly engaged during the three months preceding the date of publication hereof.

- (ii) Should this bridging commission vary in favour of the employer by more than 10% of the actual commission earned, an adjustment shall be made by means of equal instalments over a period of three months reckoned from the date of payment of the adjusted commission.
- (iii) Should this bridging commission vary in favour of the employee the entire adjusted amount shall be paid to him in a single payment not later than the 25th day of the month following the month to which it relates.
- (iv) In the event of the termination of the services of the employee for any reason whatsoever the final commission payment shall be made to the employee concerned not later than the last working day of the month in which services are terminated.

CLAUSE 5 : RATIO PROVISIONS

- (1) The following ratio provisions shall apply to Sectors 3, 5 and 7 (Chapters I and IV):
 - (a) Exemption to the existing ratio provisions as prescribed in Clause 3, Chapter I and Clause 3 of Chapter IV of Division C shall be granted to permit one additional:
 - Auto-electrician's Assistant
 - B/A journeyman
 - Body shop assistant
 - Diesel pump assistant
 - Motor cycle mechanic's assistant
 - Repair shop assistant
 - Scooter worker
 - Diesel pump room assistant
 - Operatives Grade A, Grade B and C
 - Operative engine assembler
 - (b) Applications for exemption from the ratio provisions shall be issued administratively by the Regional Secretaries of the Council and ratified by the first ensuing Regional Council meeting.

- (c) The minimum prescribed wages to apply.
 - (d) Applications for exemption shall be limited to establishments employing a maximum of three journeymen.
 - (e) The provisions of this clause shall not be deemed to require/allow an employer to dismiss any employee in his employ at date of coming into operation of this Agreement.
- (2) The following ratio provisions shall apply to Sector 2 (Chapter V):
- (a) Establishments employing 20 or less employees actively engaged in the workshop activities only one journeyman is required to supervise both brake and clutch operations.
 - (b) In establishments employing more than 20 employees actively engaged in the workshop activities, the employer needs one journeyman for every 15 employees actively engaged in the workshop activities.
 - (c) The provisions of this clause shall not be deemed to require/allow an employer to dismiss any employee in his employ at date of coming into operation of this Agreement.
- (3) The following ratio provisions shall apply to **Sector 4 (Service and Repair establishments)**:

An employer may engage two of the following employees for every journeyman in his employ:

Auto-electrician's assistants
B/A journeymen
Body shop assistants
Diesel pump room assistants
Motor cycle mechanic's assistants
Repair shop assistants
Scooter workers
Diesel pump room assistants

[**Note:** Applications for exemption from the provisions of this subclause shall be directed to the National Council, i.e. not Regional Councils as for other exemptions.]

-
- (4) (a) In addition to the above ratio provisions, an employer may apply for exemption in respect of one additional employee per categories under Clause 5(1)(a) and 5(3)(a).
- (b) Applications for exemption as per subclause (a) above shall be issued administratively by the Regional Secretaries of the Council and ratified by the first ensuing Regional Council meeting.
- (c) The minimum prescribed wages to apply.
- (d) Application for exemption shall be supported by proof of –
- (i) Accredited skills programme or learnership programmes;
 - (ii) duration thereof;
 - (iii) Proof of registration with a relevant SETA.
- (e) Subclauses (4)(a) to (4)(d) to be viewed as a transitional arrangement until the conclusion of the job grading and training committee processes.

MOTOR INDUSTRY BARGAINING COUNCIL - MIBCO**ANNEXURE A****[Stipulated in clause 2.2 of Chapter IV of Division C]*****CERTIFICATE OF SERVICE***

..... (name of employee) has been
employed by me as an operative, grade A, operative, grade B or operative, grade C*
from to

During this period he operated the following machines:

Reboring machine
Cylinder honing machine
Crankshaft grinder
Connecting-rod machine
Surface grinding machine
Valve refacing machine

(Cross out those which the employee did not operate.)

(Signed)

Employer

Name of firm

*If the person referred to in this Certificate was for the first part of his employment an operative, grade A, operative, grade B or operative, grade C and was employed subsequently as an operative, grade A, operative, grade B or operative, grade C, please insert the relative dates here:

Employed as operative, grade A, operative, grade B or operative, grade C
..... to

Employed as operative, grade A, operative, grade B or operative, grade C
..... to

MOTOR INDUSTRY BARGAINING COUNCIL - MIBCO**ANNEXURE B****[Stipulated in clauses 3.9 and 9.1 of Division A]**

The attention of all concerned is drawn to the following clauses in the Main Agreement of the Motor Industry Bargaining Council - MIBCO:

Employment on journeyman's work: Clause 3.9(1) of Division A in terms of which it is an **offence** for an employer to instruct or permit an employee or for an employee to instruct any other employee (not being a journeyman, B/A journeyman, apprentice, or trainee under the Skills Development Act, 1981), to do journeyman's work.

Outwork: Clause 9.1 of Division A in terms of which it is an **offence** for any employee to engage in motor vehicle repair work, **whether for gain or not**, except -

- (a) on behalf of his employer; or
- (b) on a motor vehicle registered in the employee's name.

THE MOTOR INDUSTRY BARGAINING COUNCIL - MIBCO**ANNEXURE C****[Stipulated in clause 9.5 of Division A]*****TOOL LIST******Motor mechanic***

- 1 Set knuckle spanners, 10, 11, 12, 14, 16, 17, 19 mm
- 1 Set combination spanners, 6 mm to 25 mm.
- 2 Shifting spanners, 150 mm and 300 mm.
- 1 Monkey wrench.
- 1 Set socket wrenches, ½" drive, 6 mm to 25 mm.
- 1 Set tappet spanners.
- 1 Set chisels (small).
- 1 Soft tip hammer, 450 g.
- 1 Ball peen hammer, 125g.
- 1 Engineer's hammer, 900 g.
- 1 Set twist drills, 1 mm to 10 mm.
- 1 Pair tin snips, 200 mm.
- 1 Hacksaw frame.
- 1 Oil can.
- 1 Steel rule, 300 mm.
- 1 Set feeler gauges.
- 1 Pair side cutting pliers, 150 mm.
- 1 Pair gas pliers, 150 mm.
- 1 Pair water pump pliers.
- 1 Valve grinder, suction type.
- 1 Scriber.
- 1 Centre punch.
- 1 Set pin punches, up to 8 mm.
- 1 Set ¼" drive sockets, 4 mm to 12 mm.
- 1 Pair needle nose pliers, 200mm.
- 2 Circlip pliers (inner and outer)
- 1 Pair combination pliers
- 1 Vice grip
- 2 Sets spline bits (fine and coarse)
- 1 Oil filter tool
- 1 Set allen keys
- 1 Tyre pressure guage
- 1 Test light
- 1 – 3 piece pipe spanners (flange)
- 1 Half round file, 150mm.
- 1 Round file, 150 mm.

- 1 Flat file, 150 mm.
- 1 Vernier, 150 mm.
- 1 Thread file, 150 mm.
- 1 Set Phillips screwdrivers
- 3 Flat screwdrivers, 150 mm, 200 mm and 300 mm.
- 2 Spark plug sockets, 16 mm and 21 mm.

Vehicle body builder

- 1 Panel saw, 8 teeth 25,4 mm.
- 1 Tenon saw.
- 1 Keyhole saw.
- 1 Set firmer chisels, 6 mm to 25 mm.
- 1 Marking gauge.
- 1 Set auger bits, 12 mm to 25 mm.
- 1 Screwdriver bit.
- 1 Countersunk bit.
- 1 Set jobber's drills. 6 mm to 12 mm
- 2 G clamps, 150 mm.
- 1 Pair dividers, 225 mm.
- 1 Pair tin snips, 200 mm.
- 1 Soft tip hammer.
- 1 Cross-peen hammer, 900g.
- 1 Hammer, 1 800 g.
- 1 Set flat screwdrivers, 150 mm and 300 mm.
- 1 Rule, 1 metre.
- 3 Squares, 300 mm and 600 mm.
- 1 Bevel, 150 mm.
- 1 Cold chisel.
- 1 Scraper.
- 1 Set combination spanners, 6 mm to 25 mm.
- 1 Centre punch.
- 1 Hacksaw frame.
- 1 Set star screwdrivers.

Welder

- 1 Wire brush.
- 1 Set chisels (assorted) for metal.
- 1 Hammer.
- 1 Rule, 300 mm.
- 1 Chipping hammer.
- 2 G clamps.
- 1 Square.
- 1 Set drills, 1 mm to 10 mm.
- 1 Pair blacksmith's tongs.
- 1 Pair water pump pliers.
- 1 Pair combination pliers.

- 4 Assorted files, 150 mm.
- 1 File handle.
- 1 Steel tape, 2 metres.
- 2 Shifting spanners.
- 1 Set Screwdrivers.
- 1 Hacksaw frame.
- 1 Vice grip

Automotive sheet metal worker/auto body repairer/panelbeater

- 1 Planishing hammer.
- 1 Blocking hammer.
- 1 Peenhead hammer.
- 1 Cross-peen hammer, 450 g.
- 1 Set of dollies.
- 1 Soft tip hammer.
- 1 Set combination spanners, 6 mm to 25 mm
- 1 Set assorted punches, up to 13 mm.
- 2 G clamps, 100 mm to 200 mm.
- 1 Fender bead pliers.
- 1 Fender flange pliers.
- 1 Pair snips, straight.
- 1 Pair snips, curved.
- 1 Metal square, 450 mm.
- 1 Pair compasses/divider
- 2 Cold chisels.
- 1 Steel rule, 300 mm.
- 1 Steel tape, 2 metres.
- 1 Set spoons.
- 1 Hacksaw frame.
- 1 Set screwdrivers, 150 mm and 250 mm.
- 1 Set Phillips screwdrivers.
- 1 Half round file, 150 mm.
- 1 Round file, 150 mm.
- 1 Flat file, 150 mm.
- 1 Three-cornered file, 150 mm.

Automotive electrician

- 2 Hammers, 225 g and 675 g
- 1 Large screwdriver.
- 1 Medium screwdriver.
- 1 Set Phillips screwdrivers.
- 1 Pair multigrip pliers.
- 1 Pair side cutting pliers, 150 mm.
- 1 Pair gas pliers, 150 mm.
- 1 Longnose pliers, 150 mm.
- 1 Set socket wrenches, 12,5 mm to 25 mm.

- 1 Set combination spanners, 6 mm to 25 mm.
- 1 Set spanners, 6 mm to 25 mm.
- 2 Shifting spanners, 150 mm and 250 mm.
- 1 Set of three small chisels.
- 1 Set pin punches, small
- 1 Small brace.
- 1 Centre punch
- 1 Pair wire trimming cutters.
- 1 Hacksaw frame.
- 1 Set feeler gauges.
- 1 Vernier, 150 mm
- 1 Small service socket kit, ¼" drive, 4 mm to 12 mm.
- 1 Pair scissors.
- 1 Set drills, steel, 1 mm to 10 mm.
- 1 Steel rule, 300 mm.
- 1 Half round file, 150 mm.
- 1 Round file, 150 mm.
- 1 Flat file, 150 mm.
- 1 Thread file.
- 1 Test lamp.
- 2 Spark plug sockets, 16 mm and 21 mm.

Trimmer

- 1 Tack hammer (magnetic).
- 1 Ball peen hammer, 675 g.
- 1 Pair scissors, 300 mm.
- 1 Nail punch.
- 1 Revolving leather punch.
- 1 Set screwdrivers, 150 mm, 200 mm and 300 mm.
- 1 Tailor's rule, 1 metre.
- 1 Tape measure, 2 metres.
- 2 Pairs trimmer's pliers.
- 1 Set twist drills, 1 mm to 10 mm.
- 1 Cold chisel, 13 mm.
- 1 Square, 350 mm x 600 mm.
- 1 Set ring spanners, up to 25 mm.
- 1 Set combination spanners, up to 25 mm.
- 1 Pair small pincers.
- 1 Claw tool.
- 1 Set of three Phillips screwdrivers.
- 1 Pair side cutting pliers
- 1 Pair gas pliers
- 2 Trimmer's knives (1 curved)
- 1 Set bell punches up to 25 mm.
- 1 Set pin punches.
- 1 Hacksaw frame.
- 1 Pair dividers.

- 2 Circular needles.
- 1 Set box spanners, 4,75 mm to 19 mm.
- 1 Pair pliers, cushion spring clip.
- 3 Small chisels, up to 13 mm.
- 1 Centre punch.
- 1 Set allen keys.
- 2 Sets spline bits (fine and coarse)

Automotive machinist and fitter/automotive turner and machinist

- 1 Pair inside callipers.
- 1 Pair outside callipers.
- 1 Depth gauge.
- 1 Set Screwdrivers.
- 1 Ball peen hammer, 475 g.
- 1 Engineer's hammer, 900 g.
- 1 Shifting wrench.
- 1 Set feeler gauges.
- 2 Steel rules, 150 mm and 300 mm.
- 1 Pair dividers.
- 1 Centre punch
- 1 File handle.
- 1 Hacksaw frame.
- 1 Oil can.
- 1 Vernier gauge, 150 mm
- 1 Radius gauge.
- 1 Set sockets, 10-22 mm.
- 1 Power bar.
- 1 Set combination spanners 10-22 mm
- 1 Half round file
- 1 Round file.
- 1 Flat file.
- 2 Sets Allen keys (imperial and metric)
- Vice grips.
- 1 Pair pliers
- Thread gauge.
- T-wrench.

Engine fitter

- 1 Set knuckle spanners, 10, 11, 12, 13, 14, 16, 17 and 19 mm.
- 1 Set combination spanners, 6 mm to 25 mm.
- 1 Set socket wrenches, 6 mm to 25 mm.
- 1 Set chisels (small).
- 1 Soft tip hammer, 450 g.
- 1 Engineer's hammer, 990 g.
- 1 Ball peen hammer, 475 g.
- 1 Round file, 150 mm.

- 1 Pair tin snips, 200 mm.
- 1 Hacksaw frame.
- 1 Oil can.
- 2 Steel rules, 150 mm and 300 mm.
- 1 Set feeler gauges.
- 1 Pair side cutting pliers, 150 mm.
- 1 Pair gas pliers, 150 mm.
- 1 Pair water pump pliers
- 1 Valve grinder, suction type.
- 1 Scriber.
- 1 Centre punch.
- 1 Set pin punches up to 8 mm.
- 1 Pair dividers.
- 1 Half round file, 150 mm.
- 1 Flat file, 150 mm.
- 1 Three-cornered file, 150 mm.
- 1 Vernier, 150 mm.
- 1 Set Phillips Screwdrivers.
- 1 Set screwdrivers, 150 mm, 200 mm and 300 mm.
- 1 Set belt punches, up to 12,6 mm.
- 2 Spark plug sockets, 16 mm and 21 mm.
- Vice grip.
- 1 Set Allen keys.
- 1 Set multi-spline bits.

Fitter and turner

- 2 Pairs inside callipers.
- 2 Pairs outside callipers.
- 1 Combination set, 150 mm x 300 mm.
- 1 Depth gauge.
- 2 Screwdrivers.
- 2 Hammers.
- 2 Scrapers.
- 1 Shifting spanner.
- 1 Screw-pitch gauge.
- 1 Set feeler gauges.
- 1 Oil can.
- 1 Surface gauge.
- 2 Steel rules, 150 mm and 300 mm.
- 1 Pair dividers.
- 1 Pair hermaphrodite callipers.
- 1 Centre punch.
- 1 Screwing tool, centre gauge.

- 1 Set drills, straight shank, 1 mm to 10 mm
- 1 File handle.
- 1 Hacksaw frame.
- 1 Half round file.
- 1 Round file.
- 1 Flat file.

Spray painter

- 1 Set striping brushes.
- 1 Chalk line.
- 1 Rule, 1 metre.
- 1 Set liners.

MOTOR INDUSTRY BARGAINING COUNCIL - MIBCO**ANNEXURE D****[Stipulated in clause 2.2 of Division A]****APPLICATION FOR REGISTRATION AS AN ACCREDITED SUSPENSION
WORKSHOP UNDER CHAPTER I - DIVISION C OF THE MAIN AGREEMENT**

PARTY SHOP	RMI	
	FRA	

NON-PARTY SHOP	
----------------	--

FULL NAME OF ESTABLISHMENT

STREET
ADDRESS

POSTAL
ADDRESS

TELEPHONE No.

FAX No.

E-MAIL
ADDRESS

NAME(S) OF

OWNER(S) ☐PARTNER(S) ☐DIRECTOR(S) ☐MEMBER(S) ☐

DATE

**MANDATORY TOOLS AND EQUIPMENT REQUIRED FOR ACCREDITATION AS A
SUSPENSION FITMENT CENTRE/ WORKSHOP**

(*INDICATE BELOW, TOOLS AND EQUIPMENT IN YOUR WORKSHOP)

A.	TOOLS	REQD	*ACTUAL
1	TORQUE WRENCH (20 – 130 Nm & HD 300Nm)	2	
2	BRAKE SPRING PLIERS	1	
3	BRASS HAMMER	1	
4	SET OF THREADING TOOLS (TAPS & DIES)		
5	SET OF HEAVY DUTY SOCKETS	1	
6	SET OF GEAR PULLERS (2 & 3 LEG)	1	
7	BALL JOINT SEPARATOR	1	
8	THREAD PITCH GAUGE	1	
9	SET OF INSIDE / OUTSIDE CALLIPERS	1	
10	SET OF V-BLOCKS	1	
11	DIAL INDICATOR WITH BASE	1	
12	STRAIGHT EDGE 600 mm	1	
13	GREASE GUN	1	
14	TYRE INFLATOR	1	
15	SET OF DRILL BITS (3mm TO 13mm)	1	
16	ELECTRIC OR AIR OPERATED DRILLING MACHINE	1	
17	BENCH GRINDER WIRE BRUSH AND PROTECTIVE GOGGLES	1	
18	AIR IMPACT WRENCH	1	
19	COIL SPRING COMPRESSOR	1	
20	VERNIER	1	
21	ANY SPECIAL TOOLS REQUIRED FOR SPECIFIC MODELS SUPPLY DETAILS ON SEPARATE SHEET	1	

B.	EQUIPMENT	REQD	*ACTUAL
1	TWO OR FOUR POSTER LIFT		
2	WORKBENCH WITH VICE		
3	HYDRAULIC PRESS		
4	AIR COMPRESSOR		
5	PARTS CLEANING APPARATUS		
6	TROLLEY JACKS		
7	TRESTLES		
8	CREEPERS		
9	SETS OF FENDER COVERS		
10	DRIP TRAYS		
11	UPDATED TECHNICAL SPECIFICATIONS		

C.	STORAGE FACILITIES FOR TOOLS	REQD	*ACTUAL

D.	SCHEDULED PLAN FOR GOOD HOUSEKEEPING AND THE ENVIRONMENT (SAFETY)	REQD	*ACTUAL

SUPPLY DETAILS OF EMPLOYEES TO BE TRAINED OF SUSPENSION FITMENT

NAME	D.O.E	EMPLOYEE / I.D. NUMBER

SUPPLY DETAILS OF JOURNEYMEN MOTOR MECHANICS AND OR QUALIFIED SUSPENSION FITTERS EMPLOYED AT YOUR WORKSHOP

NAME	TRADE	CERTIFICATE / CONTRACT No.

SUPPLY DETAILS OF JOURNEYMEN MOTOR MECHANICS AND OR QUALIFIED SUSPENSION FITTERS AS MENTORS BY MERSETA

Mentor: Means Journeyman motor mechanic or a qualified suspension fitter who has been evaluate, accredited and certificated by the Motor and Engineering Related Sector Training and Educational Authorities (MERSETA), as a mentor by having passed the required practical abd theory tests, for the purpose of providing on-the-job training of prospective suspension fitters.

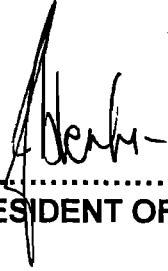
NAME	TRADE	CERTIFICATE / CONTRACT No.

I HEREBY CERTIFY THAT THE INFORMATION GIVEN IN THIS FORM IS TRUE AND CORRECT

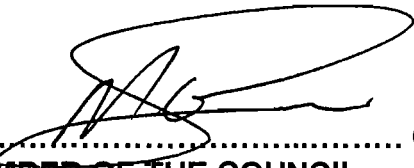
_____	_____	_____
NAME	SIGNATURE	DATE

TO BE SIGNED BY THE OWNER, MEMBER, A PARTNER OR DIRECTOR OF THE FIRM
--

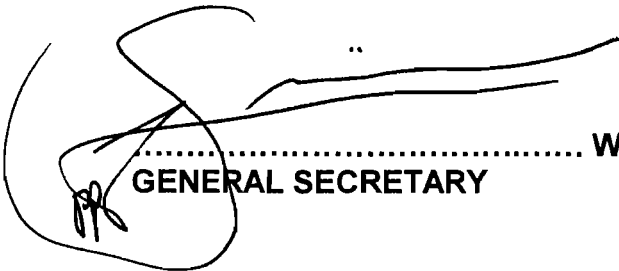
SIGNED AT RANDBURG ON BEHALF OF THE PARTIES THIS 6TH DAY OF MAY
2011



..... J. ESTERHUIZEN
PRESIDENT OF THE COUNCIL



..... O. SEFUME
MEMBER OF THE COUNCIL



..... W. SCHRÖEDER
GENERAL SECRETARY
