

PUBLISHED IN GOVERNMENT GAZETTE No. 30538, GOVERNMENT NOTICE No. R.1146 DATED 7 DECEMBER 2007 WITH EFFECT FROM 10 DECEMBER 2007 AND FOR THE PRIOD ENDING 31 AUGUST 2010.

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,

and

MISA/SAMU

(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 Act, and shall remain in force until 31 August 2010.

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. 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 promulgation of wage and/or salary adjustments and agreed conditions of employment shall be unprotected.
- (b) Provided further, that in respect of any sector 6 establishments, 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's 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 as it existed prior to the commencement of the Constitution of the Republic of South Africa, 1993 (Act 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 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 R115 500 per annum in Area A and R98 200 per annum in other areas.

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 Allowances
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 R115 500 per annum in Area A or R98 200 in any other Area, 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 MISA/SAMU or the National Union of Metalworkers of South Africa, regardless of their earnings.
- (5) The provisions of clause 27 (10) of this Division shall be applicable to all employees receiving up to R9 625,00 per month (R2 221,15 per week) excluding commission on sales in Areas A and R8 183,33 per month (R1 888,46 per week) excluding commission on sales in other areas.
- (6) Clause 1 of the Preamble, Clauses 1(1)(b) 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) In the definition of “**experiential student**” substitute the following for sub-section (e):
 - “(e) employment will be limited to a twelve month period provided it is related to the individual’s studies or curriculum.”
- (2) Insert “**towbar fitter (excluding electrical wiring)**” in the definition of “grade 5 employee”.
- (3) Insert “**towbar fitter (including electrical wiring)**” in the definition of grade 7 employee.

3. CLAUSE 5 : PIECE-WORK AND COMMISSION WORK

- (1) Substitute the following for subclause (2):
 - “(2) **Commission work –**
 - (a) The basis on which the commission that an employer contracts to pay an employee, in addition to his wage, shall be specified in writing.
 - (b) When an employer contemplates to change or cancel the basis of the commission stipulated in (a), the employer shall:
 - (i) Give 4 weeks’ written notice of his intention to change or cancel the basis of the contract, to a motor vehicle sales person or traveller and if the employee affected is a part salesperson or service supply sales person, the notice period shall be one week.
 - (ii) The written notice shall contain at least the following information:
 - (aa) the reasons for the proposed changes or cancellation;
 - (bb) the date when the said changes or cancellation are likely to take effect.

- (iii) Allow the employee/s an opportunity to make representations about any matter dealt within the notification and consider such representation before any change.”

(2) Delete subclause (3).

4. **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 the effective date of this Agreement to 31 August 2008 – R527,65 per week
 - (ii) For the period 1 September 2008 to 31 August 2009 – R569,86 per week
 - (iii) For the period 1 September 2009 to 31 August 2010 – R612,60 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 at the time of publication of this Agreement, the guaranteed wage increases as set out in Division D of this Agreement.”

5. CLAUSE 12 : ADDITIONAL HOLIDAY PAY FOR APPRENTICES

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

“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 the effective date of this Agreement to **31 August 2008:**

For first year of contract	R22,12
For second year of contract	R27,43
For third year of contract	R33,72

(ii) For the period **1 September 2008 to 31 August 2009:**

For first year of contract	R24,56
For second year of contract	R30,44
For third year of contract	R37,42

(iii) For the period **1 September 2009 to 31 August 2010:**

For first year of contract	R27,02
For second year of contract	R33,49
For third year of contract	R41,16

(b) In the case of apprentices who have entered into four year contracts of apprenticeship:

(i) From the effective date of this Agreement to **31 August 2008:**

For first year of contract	R22,12
For second year of contract	R24,27
For third year of contract	R27,43
For fourth year of contract	R33,72

- (ii) For the period **1 September 2008 to 31 August 2009:**

For first year of contract	R24,56
For second year of contract	R26,93
For third year of contract	R30,44
For fourth year of contract	R37,42

- (iii) For the period **1 September 2009 to 31 August 2010:**

For first year of contract	R27,02
For second year of contract	R29,63
For third year of contract	R33,49
For fourth year of contract	R41,16

6. CLAUSE 13 : RETRENCHMENT PAY

- (1) In the 6th line of subclause (1), substitute the phrase “12 completed years” for the phrase “eight completed years”.

7. CLAUSE 21 : SUNDAY WORK

- (1) Delete the phrase “forecourt attendant” wherever it appears in subclause (2)(b).
- (2) Insert the following new subclause (2)(c):

“(2)(c) When any forecourt attendant works his normal shift on any Sunday, his employer shall pay him not less than one-and-one-half his ordinary hourly wage in respect of each hour or part of an hour thereof and double his ordinary hourly wage for each hour or part of an hour thereafter but such forecourt attendant shall not be entitled to a day’s holiday in respect of such Sunday shift.”

8. **CLAUSE 23 : CALL-OUT ALLOWANCE**

- (1) Substitute the following for the stand-by allowance in subclause (1)(b):
 - (i) From the effective date of this Agreement to **31 August 2008** – R70,00
 - (ii) For the period **1 September 2008 to 31 August 2009** – R75,25.
 - (iii) For the period **1 September 2009 to 31 August 2010** – R80,52.
- (2) Substitute the following for the call-out allowance in subclause (2)(a):
 - (i) From the effective date of this Agreement o **31 August 2008** – R75,00.
 - (ii) For the period **1 September 2008 to 31 August 2009** – R80,63.
 - (ii) For the period **1 September 2009 to 31 August 2010** – R86,27.

9.. **CLAUSE 25 : SUPPLY OF TOOLS**

- (1) Substitute the following for subclause (5):

“(5) An apprentice who uses his own tools in the course of his employment shall be paid R30,00 per week with a maximum of R4500 equal to a three year trade) in addition to his normal remuneration, except in the case of an apprentice spraypainter, who shall be paid 75c per week in addition to his normal remuneration.”

10. **CLAUSE 26 : ANNUAL LEAVE AND ACCRUED LEAVE PAY**

- (1) Insert the following proviso between subclause (2)(b) and subclause (2)(b)(i):

“provided that in the case of establishments registered under Chapter III of Division C of this Agreement, the annual leave shall be 4 weeks leave on full pay after 5 years of service. This provision will be effective as from 25 September 2007 and will not impact on the accrued years of service and/or leave cycle.”

11. **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 the effective date of this Agreement to **31 August 2008**:
R44,34 per week
- (ii) For the period **1 September 2008 to 31 August 2009**: R47,67 per week
- (iii) For the period **1 September 2009 to 31 August 2010**: R51,01 per week.

Payable in respect of a Grade 8 employee:

- (i) From the effective date of this Agreement to **31 August 2008**:
R50,69 per week
- (ii) For the period **1 September 2008 to 31 August 2009**: R54,50 per week
- (iii) For the period **1 September 2009 to 31 August 2010**: R58,31 per week.

- (2) Substitute the following for the maximum amount payable per annum referred to in subclause (10)(b) of this clause:
- (a) From the effective date of this Agreement to **31 August 2008**:
R2 636,10 per annum
 - (b) For the period **1 September 2008 to 31 August 2009**: R2 834,10 per annum.
 - (c) For the period **1 September 2009 to 31 August 2010**: R3 032,104 per annum.
- (3) Substitute the following for the proviso in subclause (10)(b):

“provided that in the case of establishments registered under Chapter III of Division C of this Agreement, the leave bonus will be three weeks calculated on actual wages (no capping) with effect from 25 September 2007.”

DIVISION B

1. CLAUSE 1 : SCOPE OF APPLICATION

- (1) In subclause (2)(a), substitute the expressions “R115 500” and “R98 200” for the expressions “R91 341” and “R77 589”, respectively.
- (2) In subclause (2)(b), substitute the expressions “R115 500” and “R98 200” for the expressions “R91 341” and “R77 589”, respectively.
- (3) In subclause (4)(b), substitute the expressions “R96 25,00 per month (R2 221,15 per week)” and “R8 183,33 per month (R1 888,46 per week)” for the expressions “R7 611,75 per month (R1 756,55 per week)” and “R6 465,75 per month (R1 492,10 per week)”, respectively.

2. CLAUSE 3 : WAGES

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

“(1) (a) From the effective date of this Agreement 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			
	Areas A		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	551,85	2 391,37	513,21	2 223,90
during second year of experience	629,67	2 728,58	583,26	2 527,47
during third year of experience	725,19	3 142,49	672,83	2 915,61
thereafter	841,93	3 648,37	776,27	3 363,84
(b) Motor vehicle sales person -				
during first year of experience	665,85	2 885,35	614,38	2 662,33
thereafter	858,60	3 720,58	784,91	3 401,27
(c) Bookkeeper	1 082,47	4 690,70	1 004,98	4 354,91
(d) Accountant	1 841,46	7 979,67	1 707,36	7 398,54
(e) Parts salesperson -				
during first year of experience	694,03	3 007,44	646,74	2 802,53
thereafter	852,54	3 694,32	784,70	3 400,38

Class of Employee	All Areas	
	Per week	Per month
(f) Traveller - during first year of experience	696,89	3 019,86
thereafter	852,54	3 694,32
(g) Supply sales person - during first year of experience	696,89	3 019,86
during second year of experience	798,24	3 459,04
during third year of experience	894,80	3 877,48
thereafter	960,29	4 161,26
(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 at the time of publication of this Agreement, the guaranteed wage increases as set out in Division D of this Agreement.]

- (1) (b) For the period **1 September 2008 to 31 August 2009**, 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
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	Areas A		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	593,24	2 570,72	554,60	2 403,25
during second year of experience	676,90	2 933,22	630,49	2 732,11
during third year of experience	779,58	3 378,18	727,22	3 151,30
thereafter	905,08	3 922,00	839,42	3 637,47
(b) Motor vehicle sales person -				
during first year of experience	715,79	3 101,75	664,32	2 878,73
thereafter	922,99	3 999,62	849,30	3 680,31
(c) Bookkeeper	1 163,65	5 042,50	1 086,16	4 706,71
(d) Accountant	1 979,57	8 578,15	1 845,47	7 997,02
(e) Parts salesperson -				
during first year of experience	746,08	3 233,00	698,79	3 028,09
thereafter	916,47	3 971,39	848,64	3 677,45

Class of Employee	All Areas	
	Per week	Per month
(f) Traveller -		
during first year of experience	749,16	3 246,35
thereafter	916,47	3 971,39
(g) Supply sales person -		
during first year of experience	749,16	3 246,35
during second year of experience	858,11	3 718,47
during third year of experience	961,91	4 168,29
thereafter	1 032,31	4 473,33
(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 at the time of publication of this Agreement, the guaranteed wage increases as set out in Division D of this Agreement.]

- (1) (c) For the period **1 September 2009 to 31 August 2010**, 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			
	Areas A		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	634,77	2 750,67	596,12	2 583,20
during second year of experience	724,28	3 138,55	677,87	2 932,44
during third year of experience	834,15	3 614,65	781,79	3 387,77
thereafter	968,43	4 196,54	902,77	3 912,01
(b) Motor vehicle sales person -				
during first year of experience	765,89	3 318,87	714,43	3 095,85
thereafter	987,60	4 279,59	913,91	3 960,28
(c) Bookkeeper	1 245,11	5 395,48	1 167,62	5 059,69
(d) Accountant	2 118,14	9 178,62	1 984,04	8 597,49
(e) Parts salesperson -				
during first year of experience	798,30	3 459,31	751,02	3 254,40
thereafter	980,63	4 249,39	912,80	3 955,45

Class of Employee	All Areas	
	Per week	Per month
(f) Traveller - during first year of experience	801,60	3 473,59
thereafter	980,63	4 249,39
(g) Supply sales person - during first year of experience	801,60	3 473,59
during second year of experience	918,18	3 978,76
during third year of experience	1 029,25	4 460,07
thereafter	1 104,57	4 786,46
(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 at the time of publication of this Agreement, the guaranteed wage increases as set out in Division D of this Agreement.]

3. CLAUSE 7 : STANDBY AND CALL-OUT ALLOWANCE

- (1) Substitute the following for the stand-by allowance in subclause (1)(b):
- (iv) From the effective date of this Agreement to **31 August 2008** – R70,00
 - (v) For the period **1 September 2008 to 31 August 2009** – R75,25.
 - (vi) For the period **1 September 2009 to 31 August 2010** – R80,52.
- (2) Substitute the following for the call-out allowance in subclause (2)(a):

- (iii) From the effective date of this Agreement to **31 August 2008** – R75,00.
- (iv) For the period **1 September 2008 to 31 August 2009** – R80,63.
- (ii) For the period **1 September 2009 to 31 August 2010** – R86,27.

4. **CLAUSE 8 : ANNUAL LEAVE**

- (1) Insert the following proviso between subclause (2)(b) and (2)(b)(i):

“provided that in the case of establishments registered under Chapter III of Division C of this Agreement, the annual leave shall be 4 weeks leave on full pay after 5 years of service. This provision will be effective as from 25 September 2007 and will not impact on the accrued years of service and/or leave cycle.”
- (2) Substitute the following for the maximum amount payable per annum referred to in subclause (13)(b) of this clause:
 - (a) From the effective date of this Agreement to **31 August 2008**: R2 636.10 per annum
 - (b) For the period **1 September 2008 to 31 August 2009**: R2 834,10 per annum.
 - (c) For the period **1 September 2009 to 31 August 2010**: R3 032,10 per annum.
- (3) Insert the following for the second proviso in subclause (13)(b):

“provided that in the case of establishments registered under Chapter III of Division C of this Agreement, the leave bonus will be three weeks calculated on actual wages (no capping) with effect from 25 September 2007.”

5. **CLAUSE 12 : RETRENCHMENT PAY**

- (1) In the 6th line of subclause (1), substitute the phrase “12 completed years” for the phrase “eight completed years”.

6. CLAUSE 13 : SUSPENSION OF EMPLOYEES

- (1) Insert the following new Clause 13 – Suspension of Employees:

“An employee who is a commission earner, who is suspended pending a disciplinary hearing, shall receive his remuneration in the event that he is not found guilty. For the purposes of this clause, remuneration shall be calculated as provided in Division B, Clause 8(1)(c), i.e. an employee found not guilty will be paid basic wages plus average commission earned as calculated in terms of Division B, Clause 8(1)(c).”

DIVISION C

CHAPTER I

1. CLAUSE 2 : DEFINITIONS

- (1) In the definition of “**Char**”, substitute the following for the 4th duty a Char:

“preparing food for staff members and for sale to the public”

- (2) Add the following definitions between the definition of “supervisor” and “vulcanisers operative”:

“**tow-bar fitter (excluding electrical wiring)** (grade 5 employee) means an employee mainly or exclusively engaged in the fitting of two-bars to motor vehicles which function includes the connection of pre-fitted couplings only.”

“**tow-bar fitter (including electrical wiring)** (grade 7 employee) means an employee mainly or exclusively engaged in the fitting of tow-bars to motor vehicles which function includes the connection of pre-fitted couplings inclusive of electrical wiring.”

2. CLAUSE 3 : WAGES

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

(1)(a) From the effective date of this Agreement to 31 August 2008 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
Grade 1				
Forecourt Attendant (Diesel Outlets only)	330,11	7,34	288,71	6,42
Parking Garage Attendant	330,30	7,34	288,90	6,42
Char	414,00	9,20	372,15	8,27
Grade 2	579,60	12,88	498,15	11,07
Grade 3	626,85	13,93	594,90	13,22
Grade 4	684,45	15,21	649,80	14,44
Grade 5	763,65	16,97	723,15	16,07
Grade 6	917,55	20,39	868,95	19,31

Class of Employee	All Areas	
	Per week	Per hour
	R	R
Grade 1		
Forecourt Attendant (Petrol & Diesel Outlets)	509,00	11,31
Grade 7	1 152,90	25,62
Grade 8	1 318,05	29,29
Watchman	527,65	(No hourly rate)

Note: Forecourt attendant's wages are effective from **5 September 2007 to 31 August 2008.**

APPRENTICE WAGES

Class of Employee	All Areas	
	Per week	Per hour
	R	R
<u>APPRENTICES</u>		
<u>Three year Trades</u>		
First year	575,10	12,78
Second year	713,25	15,85
Third year	876,60	19,48
<u>Four year Trades</u>		
First year	575,10	12,78
Second year	630,90	14,02
Third year	713,25	15,85
Fourth year	876,60	19,48
<u>Competency Based Modular Training</u>		
Level 1	548,55	12,19
Level 2	684,45	15,21
Level 3	823,05	18,29
Level 4	958,50	21,30

{NOTES:

1. **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.
 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 2008 to 31 August 2009**, 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
Grade 1				
Forecourt Attendant (Diesel Outlets only)	356,85	7,93	315,45	7,01
Parking Garage Attendant	356,85	7,93	315,45	7,01
Char	455,40	10,12	413,55	9,19
Grade 2	625,95	13,91	544,50	12,10
Grade 3	676,80	15,04	644,85	14,33
Grade 4	739,35	16,43	704,70	15,66
Grade 5	824,85	18,33	784,35	17,43
Grade 6	990,90	22,02	942,30	20,94

Class of Employee	All Areas	
	Per week	Per hour
	R	R
Grade 1		
Forecourt Attendants (Petrol & Diesel outlets)	549,45	12,21
Grade 7	1 239,30	27,54
Grade 8	1 417,05	31,49
Watchman	569,86	(No hourly rate)

Note: Forecourt Attendants' wages for the period 1 September 2008 to 31 August 2009 will be dependant on the profit margin adjustment on fuel by the Department of Mineral and Energy Affairs.

APPRENTICE WAGES

Class of Employee	All Areas	
	Per week	Per hour
	R	R
<u>APPRENTICES</u>		
<u>Three year Trades</u>		
First year	638,55	14,19
Second year	791,55	17,59
Third year	972,90	21,62
<u>Four year Trades</u>		
First year	638,55	14,19
Second year	700,20	15,56
Third year	791,55	17,59
Fourth year	972,90	21,62
<u>Competency Based Modular Training</u>		
Level 1	608,85	13,53
Level 2	759,60	16,88
Level 3	913,50	20,30
Level 4	1 063,80	23,64

{NOTES:

1. **Guaranteed 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.
 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 2009 to 31 August 2010**, 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
Grade 1				
Forecourt Attendant	383,40	8,52	342,00	7,60
(Diesel Outlets only)	383,40	8,52	342,00	7,60
Parking Garage Attendant	500,85	11,13	459,00	10,20
Char	672,75	14,95	591,30	13,14
Grade 2	727,65	16,17	695,70	15,46
Grade 3	794,70	17,66	760,05	16,89
Grade 4	886,50	19,70	846,00	18,80
Grade 5	1 065,15	23,67	1 016,55	22,59
Grade 6				

Class of Employee	All Areas	
	Per week	Per hour
	R	R
Grade 1		
Forecourt attendant (Petrol & Deisel ouotlets)	590,85	13,13
Grade 7	1 326,15	29,47
Grade 8	1 516,05	33,69
Watchman	612,60	(No hourly rate)

Note: Forecourt Attendants' wages for the period 1 September 2009 to 31 August 2010 will be dependant on the profit margin adjustment on fuel by the Department of Mineral and Energy Affairs.

APPRENTICE WAGES

Class of Employee	All Areas	
	Per week	Per hour
	R	R
<u>APPRENTICES</u>		
<u>Three year Trades</u>		
First year	702,45	15,61
Second year	870,75	19,35
Third year	1 070,10	23,78
<u>Four year Trades</u>		
First year	702,45	15,61
Second year	770,40	17,12
Third year	870,75	19,35
Fourth year	1 070,10	23,78
<u>Competency Based Modular Training</u>		
Level 1	669,60	14,88
Level 2	835,65	18,57
Level 3	1 004,85	22,33
Level 4	1 170,00	26,00

{NOTES:

1. **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.
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

1. CLAUSE 2 : DEFINITIONS

- (1) In the definition of “**Char**”, substitute the following for the 4th duty of a char:

“preparing food for staff members and for sale to the public;”

2. CLAUSE 4 : WAGES

- (1) Delete subclause (1).
- (2) 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 the effective date of this Agreement to 31 August 2008, that an employer shall pay to each of his employees of the undermentioned 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

CLASS OF EMPLOYEE	WAGES PER WEEK (All Areas)
Grade 1 - Char	R414,00 (R9,20 per hour)
Grade 2	R579,60 (R12,88 per hour)
Grade 3	R626,85 (R13,93 per hour)
Grade 5	R763,65 (R16,97 per hour)
Grade 6	R917,55 (R20,39 per hour)
Grade 7	R1 152,90 (25,62 per hour)
Grade 8	R1 318,05 (R29,29 per hour)

PART B : OPERATIVES

MINIMUM WAGES

CLASS OF EMPLOYEE	WAGES PER WEEK (All Areas)
Grade 5	R763,65 (R16,97 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	575,10	12,78
Second year	713,25	15,85
Third year	876,60	19,48
<u>Four year Trades</u>		
First year	575,10	12,78
Second year	630,90	14,02
Third year	713,25	15,85
Fourth year	876,60	19,48
<u>Competency Based Modular Training</u>		
Level 1	548,55	12,19
Level 2	684,45	15,21

Level 3	823,05	18,29
Level 4	958,50	21,30

{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.

- (b) Subject to the provisions of subclause (3) of this clause dealing with the setting bonus, the minimum wage for the period **1 September 2008 to 31 August 2009**, that an employer shall pay to each of his employees of the undermentioned 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

CLASS OF EMPLOYEE	WAGES PER WEEK (All Areas)
Grade 1 – Char	R455,40 (R10,12 per hour)
Grade 2	R625,95 (R13,91 per hour)
Grade 3	R676,80 (R15,04 per hour)
Grade 5	R824,85 (R18,33 per hour)
Grade 6	R990,90 (R22,02 per hour)
Grade 7	R1 239,30 (27,54 per hour)
Grade 8	R1 417,05 (R31,49 per hour)

PART B : OPERATIVES

MINIMUM WAGES

CLASS OF EMPLOYEE	WAGES PER WEEK (All Areas)
Grade 5	R824,85 (R18,33 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	638,55	14,19
Second year	791,55	17,59
Third year	972,90	21,62
<u>Four year Trades</u>		
First year	638,55	14,19
Second year	700,20	15,56
Third year	791,55	17,59
Fourth year	972,90	21,62
<u>Competency Based Modular Training</u>		
Level 1	608,85	13,53
Level 2	759,60	16,88
Level 3	913,50	20,30
Level 4	1 063,80	23,64

{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.

- (c) Subject to the provisions of subclause (3) of this clause dealing with the setting bonus, the minimum wage for the period **1 September 2009 to 31 August 2010**, that an employer shall pay to each of his employees of the undermentioned 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

CLASS OF EMPLOYEE	WAGES PER WEEK (All Areas)
Grade 1 – Char	R500,85 (R11,13 per hour)
Grade 2	R672,75 (R14,95 per hour)
Grade 3	R727,65 (R16,17 per hour)
Grade 5	R886,50 (R19,70 per hour)
Grade 6	R1 065,15 (R23,67 per hour)
Grade 7	R1 326,15 (R29,47 per hour)
Grade 8	R1 516,05 (R33,69 per hour)

PART B : OPERATIVES

MINIMUM WAGES

CLASS OF EMPLOYEE	WAGES PER WEEK (All Areas)
Grade 5	R886,50 (R19,70 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	702,45	15,61
Second year	870,75	19,35
Third year	1 070,10	23,78
<u>Four year Trades</u>		
First year	702,45	15,61
Second year	770,40	17,12
Third year	870,75	19,35
Fourth year	1 070,10	23,78
<u>Competency Based Modular Training</u>		
Level 1	669,60	14,88

Level 2	835,65	18,57
Level 3	1 004,85	22,33
Level 4	1 170,00	26,00

{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.

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

DIVISION C

CHAPTER III

2. DEFINITIONS

- (1) In the definition of “**Char**”, substitute the following for the 4th duty of a Char:

“preparing food for staff members and for sale to the public;”

2. CLAUSE 4 : WAGES

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

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

- (a) 9% from the effective date of this Agreement to 31 August 2008.
- (b) 8% in respect of the period 1 September 2008 to 31 August 2009.;
- (c) 7,5% in respect of the period 1 September 2009 to 31 August 2010.

- (2) An employer that has already granted a wage increase after 1 September 2006 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 sub-clause (6) of this clause dealing with bonuses, the minimum wage from the effective date of this Agreement to 31 August 2008, that an employer must pay to each of his employees of the undermentioned 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

CLASS OF EMPLOYEE	WAGES PER WEEK (All Areas)
Grade 1 – Char	R421,20 (R9,36 per hour)
Grade 2	R579,60 (R12,88 per hour)
Grade 8	R1 318,05 (R29,29 per hour)

PART B : OPERATIVES WHO MAY QUALIFY FOR SETTING BONUS

CLASS OF EMPLOYEE	WAGES PER WEEK (All Areas)
Grade 3	R626,85 (R13,93 per hour)
Grade 4	R684,45 (R15,21 per hour)
Grade 5	R763,65 (R16,97 per hour)
Grade 6	R917,55 (R20,39 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	575,10	12,78
Second year	713,25	15,85
Third year	876,60	19,48
<u>Four year Trades</u>		
First year	575,10	12,78
Second year	630,90	14,02
Third year	713,25	15,85
Fourth year	876,60	19,48
<u>Competency Based Modular Training</u>		
Level 1	548,55	12,19
Level 2	684,45	15,21
Level 3	823,05	18,29
Level 4	958,50	21,30

- (7) Subject to the provisions of sub-clause (8) of this clause dealing with bonuses, the minimum wage for the period **1 September 2008 to 31 August 2009**, that an employer must pay to each of his employees of the undermentioned 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)
Grade 1 – Char	R466,20 (R10,36 per hour)
Grade 2	R625,95 (R13,91 per hour)
Grade 8	R1 417,05 (R31,49 per hour)

PART B : OPERATIVES WHO MAY QUALIFY FOR SETTING BONUS

CLASS OF EMPLOYEE	WAGES PER WEEK (All Areas)
Grade 3	R676,80 (R15,04 per hour)
Grade 4	R739,35 (R16,43 per hour)
Grade 5	R824,85 (R18,33 per hour)
Grade 6	R990,90 (R22,02 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	638,55	14,19
Second year	791,55	17,59
Third year	972,90	21,62
<u>Four year Trades</u>		
First year	638,55	14,19
Second year	700,20	15,56
Third year	791,55	17,59
Fourth year	972,90	21,62
<u>Competency Based Modular Training</u>		
	608,85	13,53
Level 1	759,60	16,88
Level 2	913,50	20,30
Level 3	1 063,80	23,64
Level 4		

- (8) Subject to the provisions of sub-clause (8) of this clause dealing with bonuses, the minimum wage for the period **1 September 2009 to 31 August 2010**, that an employer must pay to each of his employees of the undermentioned 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)
Grade 1 – Char	R511,20 (R11,36 per hour)
Grade 2	R672,75 (R14,95 per hour)
Grade 8	R1 516,05 (R33,69 per hour)

PART B : OPERATIVES WHO MAY QUALIFY FOR SETTING BONUS

CLASS OF EMPLOYEE	WAGES PER WEEK (All Areas)
Grade 3	R727,65 (R16,17 per hour)
Grade 4	R794,70 (R17,66 per hour)
Grade 5	R886,50 (R19,70 per hour)
Grade 6	R1 065,15 (R23,67 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	702,45	15,61
Second year	870,75	19,35
Third year	1 070,10	23,78
<u>Four year Trades</u>		
First year	702,45	15,61
Second year	770,40	17,12
Third year	870,75	19,35
Fourth year	1 070,10	23,78
<u>Competency Based</u>		

Modular Training		
Level 1	669,60	14,88
Level 2	835,65	18,57
Level 3	1 004,85	22,33
Level 4	1 170,00	26,00

DIVISION C

CHAPTER IV

1. CLAUSE 2 : DEFINITIONS

- (1) In the definition of “**Char**”, substitute the following for the 4th duty of a Char:

“preparing food for staff members and for sale to the public”

2 CLAUSE 4 : WAGES

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

“(1) (a) From the effective date of this Agreement to 31 August 2008, the minimum wage which an employer shall pay to each member of the undermentioned 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
Grade 1				
Char	414,00	9,20	372,15	8,27
Grade 2	579,60	12,88	498,15	11,07
Grade 3	626,85	13,93	594,90	13,22
Grade 4	684,45	15,21	649,80	14,44
Grade 5	763,65	16,97	723,15	16,07
Grade 6	917,55	20,39	868,95	19,31

Class of Employee	All Areas	
	Per week	Per hour
	R	R
Grade 7	1 152,90	25,62
Grade 8	1 318,05	29,29
Watchman	527,65	(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	575,10	12,78
Second year	713,25	15,85
Third year	876,60	19,48
<u>Four year Trades</u>		
First year	575,10	12,78
Second year	630,90	14,02
Third year	713,25	15,85
Fourth year	876,60	19,48
<u>Competency Based Modular Training</u>		
Level 1	548,55	12,19
Level 2	684,45	15,21
Level 3	823,05	18,29
Level 4	958,50	21,30

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

Operative engine assembler

For the first 18 months of experience R763,05 per week (R16,97 per hour)
 Thereafter R1 152,90 per week (R25,62 per hour)

Operative, grade A

For the first 12 months of experience R763,65 per week (R16,97 per hour)
 Thereafter R912,55 per week (R20,39 per hour)

Operative, grade B

For the first 6 months of experience R626,85 per week (R13,93 per hour)
 Thereafter R684,45 per week (R15,21 per hour)

2. “experience for the purposes of the afore-going 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 at the time of publication of this Agreement, the guaranteed wage increases as set out in Division D of this Agreement.

- (1) (b) For the period **1 September 2008 to 31 August 2009**, 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

	Minimum Wages
--	---------------

Class of Employee	A Areas		Other Areas	
	Per week	Per hour	Per week	Per hour
	R	R	R	R
Grade 1				
Char	455,40	10,12	413,55	9,19
Grade 2	625,95	13,91	544,50	12,10
Grade 3	676,80	15,04	644,85	14,33
Grade 4	739,35	16,43	704,70	15,66
Grade 5	824,85	18,33	784,35	17,43
Grade 6	990,90	22,02	942,30	20,94

Class of Employee	All Areas	
	Per week	Per hour
	R	R
Grade 7	1 239,30	27,54
Grade 8	1 417,05	31,49
Watchman	569,86	(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	638,55	14,19
Second year	791,55	17,59
Third year	972,90	21,62
<u>Four year Trades</u>		
First year	638,55	14,19
Second year	700,20	15,56
Third year	791,55	17,59
Fourth year	972,90	21,62
<u>Competency Based Modular Training</u>		
Level 1	608,85	13,53
Level 2	759,60	16,88
Level 3	913,50	20,30
Level 4	1 063,80	23,64

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

Operative engine assembler

For the first 18 months of experience R824,85 per week (R18,33 per hour)
 Thereafter R1 239,36 per week (R27,54 per hour)

Operative, grade A

For the first 12 months of

experience	R824,85 per week (R18,33 per hour)
Thereafter	R990.90 per week (R22,02 per hour)

Operative, grade B

For the first 6 months of experience	R676,80 per week (R15,04 per hour)
Thereafter	R739,35 per week (R16,43 per hour)

2. “experience for the purposes of the afore-going 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 at the time of publication of this Agreement, the guaranteed wage increases as set out in Division D of this Agreement.

- (1) (c) For the period **1 September 2009 to 31 August 2010**, 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
Grade 1				
Char	500,85	11,13	459,00	10,20
Grade 2	672,75	14,95	591,30	13,14
Grade 3	727,65	16,17	695,70	15,46
Grade 4	794,70	17,66	760,05	16,89
Grade 5	886,50	19,70	846,00	18,80
Grade 6	1 065,15	23,67	1 016,55	22,59

Class of Employee	All Areas	
	Per week	Per hour
	R	R
Grade 7	1 326,15	29,47
Grade 8	1 516,05	33,69
Watchman	612,60	(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	702,45	15,61
Second year	870,75	19,35
Third year	1 070,10	23,78
<u>Four year Trades</u>		
First year	702,45	15,61
Second year	770,40	17,12
Third year	870,75	19,35
Fourth year	1 070,10	23,78
<u>Competency Based Modular Training</u>		
Level 1	669,60	14,88
Level 2	835,65	18,57
Level 3	1 004,85	22,33
Level 4	1 170,00	26,00

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

Operative engine assembler

For the first 18 months of experience R886,50 per week (R19,70 per hour)
 Thereafter R1 326,15 per week (R29,47 per hour)

Operative, grade A

For the first 12 months of

experience	R886,50 per week (R19,70 per hour)
Thereafter	R1 065,15 per week (R23,67 per hour)

Operative, grade B

For the first 6 months of experience	R727,65 per week (R16,17 per hour)
Thereafter	R794,70 per week (R17,66 per hour)

2. “experience for the purposes of the afore-going 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 at the time of publication of this Agreement, the guaranteed wage increases as set out in Division D of this Agreement.

DIVISION C

CHAPTER V

1. CLAUSE 2 : DEFINITIONS

- (1) In the definition of “**Char**”, substitute the following for the 4th duty of a Char:

“preparing food for staff members and for sale to the public”;

2. CLAUSE 4 : WAGES

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

“(1) (a) **Minimum wage:** From the effective date of this Agreement to 31 August 2008, the minimum wage which an employer shall pay to each member of the undermentioned 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)
Grade 1 – Char	R414,00 (R9,20 per hour)
Grade 2	R579,60 (R12,88 per hour)
Grade 3	R626,85 (R13,93 per hour)
Grade 4	R684,45 (R15,21 per hour)
Grade 5	R763,65 (R16,97 per hour)
Grade 6	R917,55 (R20,39 per hour)
Grade 7	R1 152,90 (R25,62 per hour)
Grade 8	R1 318,05 (R29,29 per hour)

PART B : OPERATIVES

CLASS OF EMPLOYEE	WAGES PER WEEK (All Areas)
Grade 4	R684,45 (R15,21 per hour)
Grade 5	R763,65 (R16,97 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	575,10	12,78
Second year	713,25	15,85
Third year	876,60	19,48
<u>Four year Trades</u>		
First year	575,10	12,78
Second year	630,90	14,02
Third year	713,25	15,85
Fourth year	876,60	19,48
<u>Competency Based Modular Training</u>		
Level 1	548,55	12,19
Level 2	684,45	15,21
Level 3	823,05	18,29
Level 4	958,50	21,30

{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.

- “(1) (b) **Minimum wage:** For the period **1 September 2008 to 31 August 2009**, the minimum wage which an employer shall pay to each member of the undermentioned 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)
Grade 1 – Char	R455,40 (R10,12 per hour)
Grade 2	R625,95 (R13,91 per hour)
Grade 3	R676,80 (R15,04 per hour)
Grade 4	R739,35 (R16,43 per hour)
Grade 5	R824,85 (R18,33 per hour)
Grade 6	R990,90 (R22,02 per hour)
Grade 7	R1 239,30 (R27,54 per hour)
Grade 8	R1 417,05 (R31,49 per hour)

PART B : OPERATIVES

CLASS OF EMPLOYEE	WAGES PER WEEK (All Areas)
Grade 4	R739,35 (R16,43 per hour)
Grade 5	R824,85 (R18,33 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	638,55	14,19
Second year	791,55	17,59
Third year	972,90	21,62
<u>Four year Trades</u>		
First year	638,55	14,19
Second year	700,20	15,56
Third year	791,55	17,59
Fourth year	972,90	21,62
<u>Competency Based Modular Training</u>		
Level 1	608,85	13,53
Level 2	759,60	16,88
Level 3	913,50	20,30
Level 4	1 063,80	23,64

{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.

- “(1) (c) **Minimum wage:** For the period **1 September 2009 to 31 August 2010**, the minimum wage which an employer shall pay to each member of the undermentioned 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)
Grade 1 – Char	R500,85 (R11,13 per hour)
Grade 2	R672,75 (R14,95 per hour)
Grade 3	R727,65 (R16,17 per hour)
Grade 4	R793,70 (R17,66 per hour)
Grade 5	R886,50 (R19,70 per hour)
Grade 6	R1 065,15 (R23,67 per hour)
Grade 7	R1 316,15 (R29,47 per hour)
Grade 8	R1 516,05 (R33,69 per hour)

PART B : OPERATIVES

CLASS OF EMPLOYEE	WAGES PER WEEK (All Areas)
Grade 4	R793,70 (R17,66 per hour)
Grade 5	R886,50 (R19,70 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	702,45	15,61
Second year	870,75	19,35
Third year	1 070,10	23,78
<u>Four year Trades</u>		
First year	702,45	15,61
Second year	770,40	17,12
Third year	870,75	19,35
Fourth year	1 070,10	23,78
<u>Competency Based Modular Training</u>		

Level 1	669,60	14,88
Level 2	835,65	18,57
Level 3	1 004,85	22,33
Level 4	1 170,00	26,00

{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 D

1. CLAUSE 3 : WAGE INCREASES

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

“(b) (i) From the effective date of this Agreement to 31 August 2008, 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 -	R	R
during first year of experience	40,88	177,14
during second year of experience	46,64	202,12
during third year of experience	53,72	232,78
thereafter	62,37	270,25
(b) Motor vehicle sales person -		
during first year of experience	49,32	213,73
thereafter	63,60	275,60
(c) Bookkeeper	80,18	347,46
(d) Accountant	136,41	591,09
(e) Parts salesperson -		
during first year of experience	51,41	222,77
thereafter	63,15	273,65

Class of Employee	All Areas	
	Per week	Per month
(f) Traveller -		
during first year of experience	51,62	223,69
thereafter	63,15	273,65
(g) Supply sales person -		
during first year of experience	51,62	223,69
during second year of experience	58,96	255,48
during third year of experience	66,28	287,22
thereafter	71,14	308,26

(b)(ii) For the period **1 September 2008 to 31 August 2009**, 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 -	R	R
during first year of experience	41,39	179,35
during second year of experience	47,22	204,64
during third year of experience	54,39	235,69
thereafter	63,15	273,63
(b) Motor vehicle sales person -		
during first year of experience	49,94	216,40
thereafter	64,39	279,04
(c) Bookkeeper	81,18	351,20
(d) Accountant	138,11	598,48
(e) Parts salesperson -		
during first year of experience	52,05	225,56
thereafter	63,94	277,07

Class of Employee	All Areas	
	Per week	Per month
(f) Traveller -		
during first year of experience	52,27	226,49
thereafter	63,94	277,07
(g) Supply sales person -		
during first year of experience	52,27	226,49
during second year of experience	59,87	259,43
during third year of experience	67,11	290,81
thereafter	72,02	312,07

- (b)(iii) For the period **1 September 2009 to 31 August 2010**, 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	R 41,53	R 179,95
during second year of experience	47,38	205,33
during third year of experience	54,57	236,47
thereafter	63,36	274,54
(b) Motor vehicle sales person - during first year of experience	50,10	217,12
thereafter	64,61	279,97
(c) Bookkeeper	81,46	352,98
(d) Accountant	138,57	600,47
(e) Parts salesperson - during first year of experience	52,23	226,31
thereafter	64,15	278,00

Class of Employee	All Areas	
	Per week	Per month
(f) Traveller - during first year of experience	52,44	227,24
thereafter	64,15	278,00
(g) Supply sales person - during first year of experience	52,44	227,24
during second year of experience	60,30	261,29
during third year of experience	67,33	291,78
thereafter	72,26	313,13

- (b)(iv) From the effective date of this Agreement to 31 August 2008, 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
Grade 1		
Forecourt Attendant (Petrol & Diesel Outlets)	45,81	1,02
Forecourt Attendant (Diesel Outlets only)	27,26	0,61
Parking Garage Attendant	27,26	0,61
Char	37,80	0,84
Grade 2	47,70	1,06
Grade 3	51,75	1,15
Grade 4	56,70	1,26
Grade 5	57,60	1,40
Grade 6	63,75	1,68
Grade 7	85,50	1,90
Grade 8	97,65	2,17
Watchman	43,57	(No hourly rate)

- (b)(v) For the period **1 September 2008 to 31 August 2009**, 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
Grade 1		
Forecourt Attendant (Petrol & Diesel Outlets)	40,50	0,90
Forecourt Attendant (Diesel Outlets only)	26,55	0,59
Parking Garage Attendant	26,55	0,59
Char	41,40	0,92
Grade 2	46,35	1,03
Grade 3	49,95	1,11
Grade 4	54,90	1,22
Grade 5	61,20	1.36
Grade 6	73,35	1,63

Class of Employee	Guaranteed Increases	
	All Areas	
	Per week	Per hour
	R	R
Grade 7	86,40	1,92
Grade 8	99,00	2,20
Watchman	42,21	(No hourly rate)

- (b)(vi) For the period **1 September 2009 to 31 August 2010**, 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
Grade 1		
Forecourt Attendant (Petrol & Diesel Outlets)	41,40	0,92
Forecourt Attendant (Diesel Outlets only)	26,55	0,59
Parking Garage Attendant	26,55	0,59
Char	45,45	1,01
Grade 2	46,80	1,04
Grade 3	50,85	1,13
Grade 4	55,35	1,23
Grade 5	61,65	1,37
Grade 6	74,25	1,65

Class of Employee	Guaranteed Increases	
	All Areas	
	Per week	Per hour
	R	R
Grade 7	86,85	1,93
Grade 8	99,00	2,20
Watchman	42,74	(No hourly rate)

- (b)(vi) From the effective date of this Agreement to 31 August 2008, 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	Guaranteed Increases (All Areas)
Grade 1 – Char	R27,26 (0,84 per hour)
Grade 2	R37,80 (R1,06 per hour)
Grade 3	R47,70 (R1,15 per hour)
Grade 5	R56,70 (R1,40 per hour)
Grade 6	R63,75 (R1,68 per hour)
Grade 7	R85,50 (R1,90 per hour)
Grade 8	R97,65 (R2,17 per hour)

- (b)(vii) For the period **1 September 2008 to 31 August 2009**, 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	Guaranteed Increases (All Areas)
Grade 1 – Char	R41,40 (R0,92 per hour)
Grade 2	R46,35 (R1,03 per hour)
Grade 3	R49,95 (R1,11 per hour)
Grade 5	R61,20 (R1,36 per hour)
Grade 6	R73,35 (R1,63 per hour)
Grade 7	R86,40 (R1,92 per hour)
Grade 8	R99,00 (R2,20 per hour)

- (b)(viii) For the period **1 September 2009 to 31 August 2010**, 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	Guaranteed Increases (All Areas)
Grade 1 – Char	R45,45 (R1,01 per hour)
Grade 2	R46,80 (R1,04 per hour)
Grade 3	R50,85 (R1,13 per hour)
Grade 5	R61,65 (R1,37 per hour)
Grade 6	R74,25 (R1,65 per hour)
Grade 7	R86,85 (R1,93 per hour)
Grade 8	R99,00 (R2,20 per hour)

(b)(ix) From the effective date of this Agreement to 31 August 2008, 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	27,26	0,84
Grade 2	37,80	1,06
Grade 3	47,70	1,15
Grade 4	51,75	1,26
Grade 5	56,70	1,40
Grade 6	63,75	1,68

Class of Employee	Guaranteed Increases	
	All Areas	
	Per week	Per hour

	R	R
Grade 7	85,50	1,90
Grade 8	97,65	2,17
Watchman	43,57	(No hourly rate)

Operative engine assembler

For the first 18 months of experience R70,65 per week (R1,57 per hour)
 Thereafter R93,60 per week (R2,08 per hour)

Operative, grade A

For the first 12 months of experience R70,65 per week (R1,57 per hour)
 Thereafter R84,15 per week (R1,87 per hour)

Operative, grade B

For the first 6 months of experience R49,95 per week (R1,11 per hour)
 Thereafter R65,25 per week (R1,45 per hour)

(b)(x) For the period **1 September 2008 to 31 August 2009**, 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
Grade 1		
Char	41,40	0,92
Grade 2	46,35	1,03
Grade 3	49,95	1,11
Grade 4	54,90	1,22
Grade 5	61,20	1.36
Grade 6	73,35	1,63

Class of Employee	Guaranteed Increases	
	All Areas	
	Per week	Per hour
	R	R
Grade 7	86,40	1,92
Grade 8	99,00	2,20
Watchman	42,21	(No hourly rate)

Operative engine assembler

For the first 18 months of experience R61,20 per week (R1,36 per hour)
 Thereafter R86,40 per week (R1,92 per hour)

Operative, grade A

For the first 12 months of experience R61,20 per week (R1,36 per hour)
 Thereafter R73,35 per week (R1,63 per hour)

Operative, grade B

For the first 6 months of
experience
Thereafter

R49,95 per week (R1,11 per hour)
R54,90 per week (R1,22 per hour)

- (b)(xi) For the period **1 September 2009 to 31 August 2010**, 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
Grade 1		
Char	45,45	1,01
Grade 2	46,80	1,04
Grade 3	50,85	1,13
Grade 4	55,35	1,23
Grade 5	61,67	1,37
Grade 6	74,25	1,65

Class of Employee	Guaranteed Increases	
	All Areas	
	Per week	Per hour

	R	R
Grade 7	86,85	1,93
Grade 8	99,00	2,20
Watchman	42,74	(No hourly rate)

Operative engine assembler

For the first 18 months of experience R61,65 per week (R1,37 per hour)
 Thereafter R86,85 per week (R1,93 per hour)

Operative, grade A

For the first 12 months of experience R61,65 per week (R1,37 per hour)
 Thereafter R74,25 per week (R1,65 per hour)

Operative, grade B

For the first 6 months of experience R50,85 per week (R1,13 per hour)
 Thereafter R55,35 per week (R1,23 per hour)

- (b)(xii) From the effective date of this Agreement to 31 August 2008, 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	Guaranteed Increases (All Areas)
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Grade 1 – Char	R27,26 (R0,84 per hour)
Grade 2	R37,80 (R1,06 per hour)
Grade 3	R47,70 (R1,15 per hour)
Grade 4	R51,75 (R1,26 per hour)
Grade 5	R56,70 (R1,40 per hour)
Grade 6	R63,75 (R1,68 per hour)
Grade 7	R85,50 (R1,90 per hour)
Grade 8	R97,65 (R2,17 per hour)

- (b)(xiii) For the period **1 September 2008 to 31 August 2009**, 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	Guaranteed Increases (All Areas)
Grade 1 – Char	R41,40 (R0,92 per hour)
Grade 2	R46,35 (R1,03 per hour)
Grade 3	R49,95 (R1,11 per hour)
Grade 4	R54,90 (R1,22 per hour)
Grade 5	R61,20 (R1,36 per hour)
Grade 6	R73,35 (R1,63 per hour)
Grade 7	R86,40 (R1,92 per hour)
Grade 8	R99,00 (R2,20 per hour)

- (b)(viii) For the period **1 September 2009 to 31 August 2010**, 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. SCTOR 2 (DIVISION C : CHAPTER V – CLAUSE 4 : WAGES)

CLASS OF EMPLOYEE	Guaranteed Increases (All Areas)
Grade 1 – Char	R45,45 (R1,01 per hour)
Grade 2	R46,80 (R1,04 per hour)
Grade 3	R50,85 (R1,13 per hour)
Grade 4	R55,35 (R1,23 per hour)
Grade 5	R61,65 (R1,37 per hour)
Grade 6	R74,25 (R1,65 per hour)
Grade 7	R86,85 (R1,93 per hour)
Grade 8	R99,00 (R2,20 per hour)

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

“Minimum wage Sector 6

(a) From the effective date of this Agreement to 31 August 2008, 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 -	R	R	R	R
during first year of experience	563,22	2 440,64	515,44	2 233,56
during second year of experience	641,64	2 780,44	585,47	2 537,02
during third year of experience	739,52	3 204,60	675,61	2 927,65
thereafter	857,24	3 714,71	779,19	3 376,47
(b) Motor vehicle sales person -				
during first year of experience	665,85	2 885,35	614,38	2 662,33
thereafter	858,60	3 720,58	784,91	3 401,27
(c) Bookkeeper	1 091,85	4 731,36	1 006,32	4 360,72
(d) Accountant	1 865,80	8 085,15	1 711,62	7 417,00
(e) Parts salesperson -				
during first year of experience	696,89	3 019,86	647,14	2 804,26
thereafter	852,54	3 694,32	784,84	3 400,98
Class of Employee			All Areas	
			Per week	Per month
(f) Traveller -				
during first year of experience			696,89	3 019,86
thereafter			852,54	3 694,32
(g) Supply sales person -				
during first year of experience			696,89	3 019,86
during second year of experience			798,42	3 459,84
during third year of experience			894,80	3 877,48
thereafter			960,29	4 161,24
(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	433,35	9,63	377,10	8,38
Grade 2	605,25	13,45	503,55	11,19
Grade 3	650,25	14,45	613,35	13,63
Grade 4	709,20	15,76	668,70	14,86
Grade 5	787,05	17,49	743,85	16,53
Grade 6	937,35	20,83	886,05	19,69

Class of Employee	All Areas	
	Per week	Per hour
	R	R
Grade 1		
Forecourt Attendant	509,00	11,31
Grade 7	1 166,85	25,93
Grade 8	1 332,90	29,62
Watchman	546,53	(No hourly rate)

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

- (a) For the period **1 September 2008 to 31 August 2009**, 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	R	R	R	R

clerical employee - during first year of experience	605,47	2 623,69	557,68	2 416,61
during second year of experience	689,76	2 988,97	633,59	2 745,55
during third year of experience thereafter	794,99 921,53	3 444,95 3 993,31	731,08 843,48	3 168,00 3 655,07
(b) Motor vehicle sales person - during first year of experience	715,79	3 101,75	664,32	2 878,73
thereafter	922,99	3 999,62	849,30	3 680,31
(c) Bookkeeper	1 173,74	5 086,21	1 088,21	4 715,57
(d) Accountant	2 005,74	8 691,54	1 851,55	8 023,39
(e) Parts salesperson - during first year of experience	749,16	3 246,35	699,40	3 030,75
thereafter	916,47	3 971,39	848,78	3 678,05

Class of Employee	All Areas	
	Per week	Per month
(f) Traveller - during first year of experience	749,16	3 246,35
thereafter	916,47	3 971,39
(g) Supply sales person - during first year of experience	749,16	3 246,35
during second year of experience	858,31	3 719,33
during third year of experience	961,91	4 168,29
thereafter	1 032,31	4 473,33
(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	476,55	10,59	420,30	9,34
Grade 2	653,85	14,53	552,15	12,27
Grade 3	702,45	15,61	665,55	14,79
Grade 4	765,90	17,02	725,40	16,12
Grade 5	850,05	18,89	806,85	17,93
Grade 6	1 012,50	22,50	961,20	21,36

Class of Employee	All Areas	
	Per week	Per hour
	R	R
Grade 1		
Forecourt Attendant	549,45	12,21
Grade 7	1 254,15	27,87
Grade 8	1 432,80	31,84
Watchman	590,25	(No hourly rate)

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

- (a) For the period **1 September 2009 to 31 August 2010**, 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	R 647,85	R 2 807,35	R 600,06	R 2 600,27
during second year of experience	738,05	3 198,20	681,87	2 954,78
during third year of experience	850,64	3 686,10	786,73	3 409,15
thereafter	986,04	4 272,84	907,98	3 934,60
(b) Motor vehicle sales person - during first year of experience	765,89	3 318,87	714,43	3 095,85
thereafter	987,60	4 279,59	913,91	3 960,28
(c) Bookkeeper	1 255,90	5 442,24	1 170,37	5 071,60
(d) Accountant	2 146,14	9 299,95	1 991,95	8 631,80
(e) Parts salesperson - during first year of experience	801,60	3 473,59	751,84	3 257,99
thereafter	980,63	4 249,39	912,93	3 956,05
Class of Employee	All Areas			
			Per week	Per month
(f) Traveller - during first year of experience			801,60	3 473,59
thereafter			980,63	4 249,39
(g) Supply sales person - during first year of experience			801,60	3473,59
during second year of experience			918,39	3 979,68
during third year of experience			1 029,25	4 460,07
thereafter			1 104,57	4 786,46
(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	524,25	11,65	468,00	10,40
Grade 2	702,90	15,62	601,20	13,36
Grade 3	755,10	16,78	718,20	15,96
Grade 4	823,50	18,30	783,00	17,40
Grade 5	913,95	20,31	870,75	10,35
Grade 6	1 088,55	24,19	1 037,25	23,05

Class of Employee	All Areas	
	Per week	Per hour
	R	R
Grade 1		
Forecourt Attendant	590,85	13,13
Grade 7	1 341,90	29,82
Grade 8	1 533,15	34,07
Watchman	634,52	(No hourly rate)

2. CLAUSE 6 : RATIO PROVISIONS

(1) Insert the following new subclause (4):

- “(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 6(1)(a) and 6(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) Clauses 4(1) to 4(d) to be viewed as a transitional arrangement until the conclusion of the job grading and training committee processes.”.

SIGNED AT RANDBURG ON BEHALF OF THE PARTIES, THIS 25th DAY OF OCTOBER 2007

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

..... **R. BASTICK**
VICE-PRESIDENT OF THE COUNCIL

..... **W. SCHRÖEDER**
GENERAL SECRETARY