



CONSOLIDATED WAGE SCHEDULES

Wage Tables From 1 September 2026

Every prescribed minimum wage and guaranteed increase for the period 1 September 2026 to 31 August 2027, consolidated onto two pages with the sector and chapter that each rate applies to.

SOURCE: MIBCO MAIN AGREEMENT,

22 DECEMBER 2025 – 31 AUGUST 2028

THREE ONE SOLUTIONS · MIBCO COMPLIANCE SPECIALISTS

What the increase actually is

MIBCO Settlement Agreements · August 2025

The rand figures in the tables that follow come from percentages agreed between MISA, NUMSA, the FRA and the RMI. There are two settlement agreements – Sector 5 was settled separately from the rest of the industry.

1 September 2026 is “Year 2”

Both agreements define the term the same way. Year 1 runs from publication to 31 August 2026; **Year 2 is 01 September 2026 to 31 August 2027**; Year 3 runs to 31 August 2028.

WHO	YR 1	YR 2 – 1 SEPT 2026	YR 3	APPLIED TO
All other sectors – excluding Sector 5 and Sector 1 Ch III	5%	5%	5%	Minimum rates of pay
Sector 6	5%	5%	5%	Minimum rates of pay only
Sector 1 Chapter III – component manufacturers	6%	5%	5%	Actual rates of pay
Apprentices and learners	3%	3%	3%	Aligned with the current wage model
Sector 5 – forecourt attendants	6%	5%	4%	Less the medical insurance allowance
Sector 5 – cashiers	6%	4%	4%	Less the medical insurance allowance
Sector 5 – chars	6%	4%	4%	Less the medical insurance allowance

Each percentage was checked against the tables in this document. The 5% holds across all sixteen Division B classes and the 3% across all twelve apprentice and learnership rows. In Sector 5 the forecourt attendant moves R45.79 to R48.08 (5.00%) while the cashier on the same table moves R45.30 to R47.11 (4.00%).

Three differences that change what you owe

Minimum rates versus actual rates. For most of the industry the percentage lifts the *minimum*, and staff already above it receive a guaranteed rand increase equal to that lift. In Sector 1 Chapter III the increase applies to *actual* rates of pay, so every employee gets the full percentage of what they personally earn.

Sector 6 stops at the minimum. Increases there are based on minimum rates of pay *only*, so Sector 6 employees already above the minimum receive no guaranteed increase. That reasoning is correct in Sector 6 and wrong everywhere else.

Sector 5 carries a condition. Its increases are subject to the Minister of Minerals & Petroleum Resources approving a retail margin adjustment to compensate fuel retailers. Fuel retailers should confirm that position rather than assume it.

Wage Tables From 1 September 2026

PRESCRIBED MINIMUM & GUARANTEED WAGE SCHEDULE : 1 September 2026 to 31 August 2027

DIVISION B & D, Wages – All Chapters & Sectors

Employee Class	Minimum Wages Sectors 1,2,3,4,5 & 7		Minimum Wages Sector 6 only		Guaranteed Increases Sectors 1,2,3,4,5 & 7	
	PW	PM	PW	PM	PW	PM
a) Office, stores sales and Clerical employee – during 1 st year of experience	1 794.27	7 775.17	1 831.25	7 935.42	85.44	370.24
during 2 nd year of experience	2 047.31	8 871.68	2 086.22	9 040.29	97.49	422.46
during 3 rd year of experience	2 357.83	10 217.26	2 404.46	10 419.33	112.28	486.55
thereafter	2 737.40	11 862.07	2 787.14	12 077.61	130.35	564.85
b) Motor vehicle sales person – during 1 st year of experience	2 164.89	9 381.19	2 164.89	9 381.19	103.09	446.72
thereafter	2 791.20	12 095.20	2 791.57	12 096.80	132.91	575.94
c) Bookkeeper	3 519.47	15 251.04	3 549.97	15 383.20	167.59	726.22
d) Accountant	5 987.21	25 944.58	6 066.35	26 287.52	285.11	1 235.48
e) Parts salesperson – during 1 st year of experience	2 256.50	9 778.17	2 265.81	9 818.51	107.45	465.62
thereafter	2 771.90	12 011.57	2 771.90	12 011.57	132.00	572.00
f) Traveller – during 1 st year of experience	2 265.81	9 818.51	2 265.81	9 818.51	107.90	467.57
thereafter	2 771.90	12 011.57	2 771.90	12 011.57	132.00	572.00
g) Supply sales person – during 1 st year of experience	2 265.81	9 818.51	2 265.81	9 818.51	107.90	467.57
during 2 nd year of experience	2 595.37	11 246.60	2 595.94	11 249.07	123.59	535.56
during 3 rd year of experience	2 909.30	12 606.97	2 909.30	12 606.97	138.54	600.34
thereafter	3 122.21	13 529.58	3 122.21	13 529.58	148.68	644.28
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.

Guaranteed increases are payable to employees already earning above the prescribed minimum. They do not apply in Sector 6, where increases are based on minimum rates of pay only.

You have the rates. The exposure is in the application.

This document cannot tell you whether your sector and chapter classification is correct, whether your set-off is valid, or what you already owe employees paid above the minimum who did not receive the guaranteed increase. Those are the three things an inspector reconstructs as arrears.

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PRESCRIBED MINIMUM & GUARANTEED WAGE SCHEDULE : 1 September 2026 to 31 August 2027

DIVISION C & D, Wages / Apprentices / Learners / Operative Provisions & Bonuses

Employee Class	Sector	Chapter	Minimum Wages		Guaranteed		Apprentices / Learners (All Chapters)		
			PW	PH	PW	PH		PW	PH
Grade 1									
- Forecourt Attendant	5	1	2 163.60	48.08	83.18	1.85	3 Year Trade – First Year	2 073.15	46.07
- Char	5	1	1 620.90	36.02	42.23	0.94	Second Year	2 570.85	57.13
- Parking Garage Attendant	4;7	1	1 428.30	31.74	67.95	1.51	Third Year	3 160.35	70.23
Grade 1	1;2;3;4;7	1;2;4;5	1 428.30	31.74	67.95	1.51	4 Year Trade – First Year	2 073.15	46.07
Grade 1	6	1	1 482.75	32.95			Second Year	2 273.85	50.53
Grade 1	1	3	1 615.95	35.91			Third Year	2 570.85	57.13
Grade 2							Fourth Year	3 160.35	70.23
- Cashier	5	1	2 119.95	47.11	61.58	1.37	NQF Learnership – Level 1	2 073.15	46.07
Grade 2	1;2;3;4;5;7	1;2;4;5	1 900.80	42.24	90.45	2.01	Level 2	2 273.85	50.53
Grade 2	6	1	1 987.20	44.16			Level 3	2 570.85	57.13
Grade 2	1	3	2 127.60	47.28			Level 4	3 160.35	70.23
Grade 3	1;2;3;4;5;7	1;2;4;5	2 057.85	45.73	98.10	2.18	CBMT – Level 1	1 976.85	43.93
Grade 3	6	1	2 133.45	47.41			Level 2	2 469.15	54.87
Grade 3	1	3	2 301.75	51.15			Level 3	2 968.20	65.96
Grade 4	2;3;4;7	1;4;5	2 247.75	49.95	107.10	2.38	Level 4	3 455.10	76.78
Grade 4	6	1	2 329.65	51.77			Bonuses		PW
Grade 4	1	3	2 513.70	55.86			Setting Bonus (Chapter 2; 5)		6.14
Grade 5	1;2;3;4;7	1;2;4;5	2 506.05	55.69	119.25	2.65	Measuring Instrument (Chapter 3)		
Grade 5	6	1	2 583.00	57.40			Vernier / micrometer		17.09
Grade 5	1	3	2 803.95	62.31			Tape / ruler / square / sets		11.39
Grade 6	1;2;3;4;7	1;2;4;5	3 010.05	66.89	143.55	3.19	Measuring Bonus (Chapter 5)		12.27
Grade 6	6	1	3 076.20	68.36					
Grade 6	1	3	3 364.65	74.77					
Grade 7	1;2;3;4;7	2;4;5	3 749.40	83.32	178.65	3.97			
Grade 7	6	1	3 793.50	84.30					
Grade 8	1;2;3;4;7	1;2;4;5	4 286.25	95.25	204.30	4.54			
Grade 8	6	1	4 334.40	96.32					
Grade 8	1	3	4 793.85	106.53					
Watchman	1;2;3;4;5;7	1;2;4;5	1 731.61	*	82.46	*			
Watchman	6	1	1 793.58	*					
Watchman	1	3	1 902.11	*					
Provisions for Operatives		Sector	Chapter	PW		PH	PW	PH	
Operative Engine Assembler									
1st 18 Months Experience		3	4	2 506.05	55.69	119.25	2.65		
thereafter		3	4	3 749.40	83.32	178.65	3.97		
Operative Grade A									
1st 18 Months Experience		3	4	2 506.05	55.69	119.25	2.65		
thereafter		3	4	3 010.05	66.89	143.55	3.19		
Operative Grade B									
1st 6 Months Experience		3	4	2 057.85	45.73	98.10	2.18		
thereafter		3	4	2 247.75	49.95	107.10	2.38		

The medical insurance allowance for Forecourt Attendants, Cashiers and Chars is **R0.46 per hour (R20.77 per week)**, being the R90.00 per month set by the Sector 5 Settlement Agreement.

Sector 1 – Chapter 3: 5.00% wage and salary increase on **actual rates of pay** across the board, excluding apprentices. No rand guaranteed increase is published for Chapter 3 because the increase applies to actual pay.

Sector 6 increases are based on minimum rates of pay only, so no guaranteed increase is payable to Sector 6 employees already above the minimum.

Sector 5 guaranteed increases are the increase in the minimum wage less the R0.44 per hour medical insurance allowance, as provided in the Sector 5 Settlement Agreement.

Are you actually applying these correctly?

Reading the tables is the easy part. Employers get caught on the guaranteed increase owed to staff already paid above the minimum, on Sector 6's exemption from that rule, and on apprentices moving 3% while the workshop floor moves 5%. A wrong rate compounds every month until someone notices — and back-pay runs from the effective date, not the date you found the error.

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