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DEPARTMENT OF EMPLOYMENT AND LABOUR

NO. R. 6084 **2 April 2025**

LABOUR RELATIONS ACT, 1995

MOTOR INDUSTRY BARGAINING COUNCIL - MIBCO: EXTENSION TO NON-PARTIES OF THE AMENDING ADMINISTRATIVE COLLECTIVE AGREEMENT

I, **NOMAKHOSAZANA METH**, Minister of Employment and Labour, hereby in terms of section 32(2) of the Labour Relations Act, 1995, declare that the Collective Agreement which appears in the Schedule hereto which was concluded in the **Motor Industry Bargaining Council – MIBCO**, and is binding in terms of section 31 of the Labour Relations Act, 1995, on the parties which concluded the Agreement, shall be binding on the other employers and employees in that Industry, with effect from the second Monday after the date of publication of this Notice and for the period ending 31 August 2025.

MS N METH, MP
MINISTER OF EMPLOYMENT AND LABOUR
DATE: 19 March 2025

UMNYANGO WEZEMISEBENZI NEZABASEBENZI

R. ..... **USUKU: .....**

UMTHETHO WOBUDLELWANO KWEZABASEBENZI KA-1995

UMKHANDLU WOKUXOXISANA PHAKATHI KWABAQASHI NABASEBENZI BEMBONI YEZIMOTO:

UKWELULWA KWESIVUMELWANO SABAQASHI NABASEBENZI SOKUPHATHA ESICHIBIYELAYO SELULELWA KULABO ABANGEYONA INGXENYE YASO

Mina, **NOMAKHOSAZANA METH**, uNgqongqoshe WezemiSebenzi, Nezabasebenzi, ngokwesigaba 32(2) soMthetho Wobudlelwano KwezabaSebenzi ka-1995, ngazisa ukuthi isivumelwano sabaqashi nabasebenzi esitholakala kwiSheduli yesiNgisi exhunywe lapha, esenziwa **uMkhandlu Wokuxoxisana phakathi Kwabaqashi Nabasebenzi Embonini YeziMoto,** futhi ngokwesigaba 31 soMthetho Wobudlelwano kwezabaSebenzi, ka 1995 esibopha labo abasenzayo, sizobopha bonke abanye abaqashi nabasebenzi kuleyoMboni, kusukela ngomSombuluko wesibili emva kokushicilelwa kwalesisaziso kuze kube isikhathi esiphela mhlaka 31 kuNcwaba 2025.

MS N METH, MP

UNGQONGQOSHE WEZEMISEBENZI NEZABASEBENZI

USUKU: 19 March 2025

SCHEDULE

THE MOTOR INDUSTRY BARGAINING COUNCIL – MIBCO

ADMINISTRATIVE COLLECTIVE AGREEMENT

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

Fuel Retailers Association - FRA

and

Retail Motor Industry Organisation - RMI

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

National Union of Metalworkers of South Africa - NUMSA

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

being the parties to the Motor Industry Bargaining Council - MIBCO.

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To amend the Administrative Collective Agreement published under Government Gazette 48340, Notice No. R.3225 of 31 March 2023, as amended and extended.

CLAUSE 1 - SCOPE OF APPLICATION

(1) The terms of this Agreement shall be observed by all employers and employees in the registered scope of the Council;

(a) in the Republic of South Africa,

(i) by the employers and the employees in the Motor Industry who are members of the employers' organisations and/or the trade unions respectively; and

(ii) by non-parties, to the extent that the Minister has granted an extension of this agreement to non- parties in terms of Section 32 of the LRA;

(b) excluding those in terms Section 2 of the LRA:

(i) the National Defence Force;

(ii) the National Intelligence Agency; and

(iii) the South African Secret Service.

(2) Notwithstanding the provisions of sub-clause (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 Skills Development Act, 1998, and learners in terms of Chapter IV of the Skills Development Act No. 97 of 1998 as amended; and

(b) trainees undergoing training under the Skills Development Act 97 of 1998 as amended only in so far as they are not inconsistent with the provisions of any conditions fixed under that Act.

CLAUSE 2 - PERIOD OF OPERATION OF AGREEMENT

This Agreement shall come into operation on such date as may be fixed by the Minister of Employment and Labour in terms of Section 32 of the Act, and shall remain in operation for the period ending 31 August 2025.

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CLAUSE 3 - DEFINITIONS

"Areas" means –

"Magisterial District" means a district created in terms of Section 2 of the Magistrates' Courts Act, 1944 (Act No. 32 of 1944); and

"Municipal Area" means a municipal area determined in terms of the Local Government Municipal Demarcation Act, 1998 (Act No. 27 of 1998);

(1) **"Area Eastern Cape (EC)"** means the –

(a) **Magisterial Districts** of Aberdeen, Adelaide, Albany, Albert, Alexandria, Alice, Aliwal North, Barkly East, Bathurst, Bedford, Bhisho, Calitsdorp, Cathcart, Centane, Cofimvaba, Colesberg, Cradock, Elliot, Engcobo, Fort Beaufort, Fort Hare; Gatyana; Gcuwa / Butterworth; George, Graaff-Reinet, Hankey, Hanover, Hewu/ Sada; Hofmeyr, Humansdorp, Idutywa; Indwe, Jansenville, Joubertina, Kalanga Cala, Kariega, Kirkwood, Knysna, Komani, Komga, Kwa bhaca / Mount Frere, Lady Grey, Libode, Lusikisiki, Maclear, Middelburg (C.P.), Mdantsane, Middledrift / Keiskamma Hoek, Makhanda, Molteno, Mosselbay, Mount Fletcher, Mpofu / Seymore, Mquanduli, Murraysburg, Ngqeleni, Noupoort, Nqamakwe, Oudtshoorn, Pearston, Peddie, Port Elizabeth, Qonce, Qumbu, Siphaqenu / Flagstaff, Somerset East, Sterkstroom, Steynsburg, Steytlerville, Stockenström, Stutterheim, Tabankulu, Tarkastad; Tsolo, Tsomo, Umtata, Umzimvubo/ Port St Johns, Uniondale, Venterstad, Willowmore, Whittlesea, Wodehouse Xhora, Zwelitsha and Zwentsha; or

(b) **Municipal areas** of Despatch, Gqeberha and Kariega.

(2) **"Areas Free State & Northern Cape (FS & NC)"** means –

(a) **Magisterial Districts** of Barkly West, Bloemfontein, Bloemhof, Britstown, Christiana, De Aar, Ganyesa, Gordonia, Hartswater, Hay, Herbert, Hopetown, Kenhardt, Kimberley, Kuruman, Ntshu, Phillipstown, Postmasburg, Prieska, Schweizer Reneke, Taung, Thaba, Upington, Vryburg and Warrenton, Witsieshoek/Phuthaditjhaba; or

(b) **Municipal areas** of Kimberley and Welkom.

(3) **"Area KwaZulu-Natal (KZN)"** means means –

(a) **Magisterial Districts** of Amajuba District; eThekwini Metropolitan; Harry Gwala District; iLembe District; King Cetshwayo District; Ugu District; uMgungundlovu District; uMkhanyakude District; uMzinyathi District; uThukela District; Zululand

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District, and

(b) **Municipal areas** of AbaQulusi, Alfred Duma, Big 5 Hlabisa, City of uMhlathuze, Dannhauser, Dr Nkosazana Dlamini Zuma, eDumbe, eMadlangeni, Endumeni, eThekwini, Greater Kokstad, Impendle, Inkosi Langalibalele, Jozini, KwaDukuza, Mandeni, Maphumulo, Mkhambathini, Mpofana, Msunduzi, Mthonjaneni, Mtubatuba, Ndwedwe Local, Newcastle, Nkandla, Nongoma, Nquthu, Okhahlamba, Ray Nkonyeni, Richmond, Ubuhlebezwe, Ulundi, Umdoni, uMfolozi, uMhlabuyalingana, uMlalazi, uMshwathi, uMngeni, uMsinga, Umuziwabantu, Umvoti, Umzimkhulu, Umzumbe, uPhongolo.

(4) **"Area Highveld (HVL)"** means –

(a) **Magisterial Districts** of Amersfoort, Amsterdam, Balfour, Bethal, Breyten, Coligny, Davel, Delareyville, Delmas, Ditsobotla, Ermelo, Fochville, Heidelberg, Lichtenburg, Nigel, Orkney, Ottosdal, Piet Retief, Standerton, Stilfontein, Volksrust, Wolmaransstad, Wakkerstroom, and the municipal areas of Amalia, Armadene, Bank, Biesiesvlei, Bosfontein, Claudina, Chrissiesmeer, Dasville, De Deur, Devon, Ebner-on-Vaal, Eendracht, Eikenhof, Eloff, Evander, Evaton, Glenharvie, Gollel, Grasmere, Greylingstad, Grootvlei, Hartebeesfontein, Hekpoort, Holmdene, Kinross, Klipdrift, Kliprivier, Klipvalley, Leeudoringstad, Leslie, Lothair, Magaliesberg, Makokskraal, Makwassi, Migdol, Molopo/Mahikeng, Moolman, Moosrivier, Morgenzon, Muldersdrift, Oberholzer, Paardekraal, Perdekop, Plat Rand, Randfontein, Redan, Residensia, Rykaartspos, Sannieshof, Setla-kgobi, Sundra, Sebokeng, Trichardt, Val, Van Wyksrust, Venterspost, Vermaas, Walkerville, Welbekend, Welverdiend, Westonaria, Zuurbekom; or

(b) **Municipal areas** of Alberton, Bedfordview, Benoni, Boksburg, Brakpan, Edenvale, Elsburg, Germiston, Heidelberg (Gauteng), Johannesburg, Kempton Park, Klerksdorp, Krugersdorp, Meyerton, Midrand, Nigel, Potchefstroom, Randburg, Roodepoort-Maraisburg, Sandton, Sasolburg, Springs, Vanderbijlpark and Vereeniging.

(5) **"Area Northern Region (NR)"** means –

(a) **Magisterial Districts** of Akasia, Barberton, Belfast, Bochum, Bolobedu, Brits, Bronkhorstspruit, Carolina, Centurion, Cullinan, Dzanani, Eerstehoek/Badplaas, Ellisras, Ga-Rankuwa, Giyani, Groblersdal, Hlanganani, Koster, KwaMhlanga, Letaba (includes Tzaneen), Lulekani,Madikwe, Lydenburg, Malamulela,

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Mankweng, Mapulaneng, Marico (includes Zeerust), Mdibana, Mdutjana, Messina, Mhala, Middelburg (Mpumalanga), Mkobola, Mokerong, Moretele, Moutse, Mutali, Namakgale, Naphuno, Nebo, Nelspruit, Nkomazi, Nsikazi, Phalaborwa, Pilgrims Rest (includes Graskop and Sabie), Piet Retief, Polokwane, Pretoria, Ritai, Rustenburg, Segosese, Sekhukhuneland, Seshego, Sibasa, Soshanguve, Soutpansberg (includes Louis Trichardt), Swartruggens, Temba, Thabamoopo, Thabazimbi, Thoyandou, Vuwani, Warmbaths, Waterval Boven, Witbank, White River and Waterberg (includes Nylstroom).

(6) **"Area Western Cape (WP)"** means –

(a) **Magisterial Districts** of Beaufort West, Bellville, Bredasdorp, Caledon, Calvinia, Carnarvon, Ceres, Clanwilliam, Fraserburg, Goodwood, Heidelberg (C.P.), Hermanus, Hopefield, Kuils River, Ladismith, Laingsburg, Malmesbury, Montagu, Moorreesburg, Namaqualand, Paarl, Piketberg, Prince Alfred, Riversdale, Robertson, Simon's Town, Somerset West, Stellenbosch, Strand, Sutherland, Swellendam, The Cape and Wynberg, Tulbagh, Vanrhynsdorp, Victoria West, Vredenburg, Vredendal, Wellington, Williston and Worcester; or

(b) **Municipal areas** of Paarl, Somerset West, Stellenbosch and Strand.

AMENDMENTS

In sub-clause 13(5), substitute the wording of the provision –

From –
'The contributions in terms of subclause (1), shall be the sum of **R3.14 (three Rand fourteen cents)** per week applicable to Employers and Employees.'

To –
'The contributions in terms of subclause (1), shall be the sum of **R3.71 (three Rand seventy-one cents)** per week applicable to Employers and Employees.'

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SIGNED AT RANDBURG ON BEHALF OF THE PARTIES THIS 28th DAY OF January 2025.

..... L. BOUCHIER
PRESIDENT OF THE COUNCIL

..... M. KEYTER
VICE- PRESIDENT OF THE COUNCIL

..... P. MASEMOLA
GENERAL SECRETARY

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