Government Gazette
Staatskoerant

REPUBLIC OF SOUTH AFRICA
REPUBLIEK VAN SUID AFRIKA

Regulation Gazette **No. 11967** *Regulasiekoerant*

Vol. 729 **30** **March Maart** **2026** **No. 54425**

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ISSN 1682-5845

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GOVERNMENT NOTICES • GOEWERMENTSKENNISGEWINGS

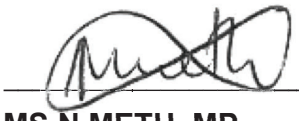
DEPARTMENT OF EMPLOYMENT AND LABOUR

NO. R. 7320 **30 March 2026**

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 2030.



MS N METH, MP
MINISTER OF EMPLOYMENT AND LABOUR
DATE: 27 March 2026

UMNYANGO WEZEMISEBENZI NEZABASEBENZI

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 2030.

MS N METH, MP
UNGQONGQOSHE WEZEMISEBENZI NEZABASEBENZI
USUKU: 27 March 2026

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 the

Motor Industry Staff Association – MISA

and the

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.

To amend the Administrative Collective Agreement published under Government Gazette 53822, Notice no. R.6924 of 12 December 2025., 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 200.

CLAUSE 3 - DEFINITIONS

"Region EC" means those areas defined as `Area Eastern Cape'.

"Region FS & NC" means those areas defined as `Area Free State & Northern Cape'.

"Region HVLD" means those areas defined as 'Area Highveld'.

"Region KZN" means the areas defined as 'Area KwaZulu-Natal'

"Region NR" means those areas defined as `Area Northern Region'.

"Region WP" means those areas defined as 'Area Western Cape'.

"Regional Council" means a committee appointed as such by the Council in terms of its Constitution.

"Republic of South Africa" means the Republic of South Africa as defined in the Republic of South Africa Constitution Act 108 of 1996 as amended.

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 **R3.71 (three Rand seventy-one cents)** per week applicable to Employers and Employees.'

To –
'The contributions in terms of subclause (1), shall be the sum of **R3.84 (three Rand seventy-one cents)** per week applicable to Employers and Employees.'

SIGNED AT RANDBURG ON BEHALF OF THE PARTIES THIS …… DAY OF ……..
2026.



…….. L. BOUCHIER
PRESIDENT OF THE COUNCIL



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



…….. P. MASEMOLA
GENERAL SECRETARY

Printed by and obtainable from the Government Printer, Bosman Street, Private Bag X85, Pretoria, 0001
Contact Centre Tel: 012-748 6200. eMail: info.egazette@gpw.gov.za
Publications: Tel: (012) 748 6053, 748 6061, 748 6065

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