



Circular No: 09/2011

12 August 2011

TO ALL EMPLOYERS IN THE MOTOR INDUSTRY

Please be advised of the following changes for the period **01 September 2011 to 31 August 2012**:

THRESHOLD OF EARNINGS

Employees earning an annual income, excluding commission on sales, in excess of the values per area as specified below, must subscribe to the provisions of the Agreement as set out in the attached schedule.

AREA A:- R 138 324,00

AREA B:- R 119 568,00

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 and/or Loss of Property or Assets
- Clause 17 - Public Holidays
- Clause 26 - Annual Leave & Accrued Leave Pay
- Clause 31 - Maternity Leave
- Clause 33 - Payment of Earnings
- Clause 35 - Certificate of Service

MAIN AGREEMENT - DIVISION B

- Clause 1 - Scope of Application
- Clause 2 - Definitions
- Clause 8 - Annual Leave
- Clause 10 - Termination of Service
- Clause 12 - Retrenchment Pay

PROVIDENT FUND CONTRIBUTIONS BASED ON COMMISSION EARNINGS

The employee contribution to the provident fund on commission earnings, for the period **01 September 2011 to 31 August 2012**, is limited to R 10 394,80 per month, unless a written agreement is undertaken between employer and employee to waive same.

ADDITIONAL HOLIDAY PAY CONTRIBUTIONS

Your attention is drawn to the following increase in contributions, which will be effective from **01 September 2011**, and will be reflected on the **September 2011 forecasts**.

Occupation Description	Rate per week
1 st Year Apprentice – 3 Year Contract	R 33.59
2 nd Year Apprentice – 3 Year Contract	R 37.51
3 rd Year Apprentice – 3 Year Contract	R 51.17
1 st Year Apprentice – 4 Year Contract	R 33.59
2 nd Year Apprentice – 4 Year Contract	R 36.84
3 rd Year Apprentice – 4 Year Contract	R 41.64
4 th Year Apprentice – 4 Year Contract	R 51.17
Grade 7 Employee (B/A and Exempted Journeyman)	R 60.05
Grade 8 Employee (Journeyman)	R 68.64