

National Office

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INDUSTRY CIRCULAR

To : All Employers and Employees in the Metal and Engineering Industry, All Regional Council Managers, All Council Agents, Mr. Jacques Calomiti (MIBFA)

From : The Office of the Chief Executive Officer (Council Secretary)

Date : Monday, 10 October 2022

Subject : **Ministerial Extension of the Terms and Conditions of Employment applicable in the Plastic Industry falling within the scope of registration of the MEIBC**

Circular No. : 2022/06

This serves to inform the Industry that the Minister of Employment and Labour (DoEL) has published a notice (GN R. 2572) in Government Gazette Number 47254 of 7 October 2022 extending the Plastic Industry Main Collective Agreement to non-parties with effect from 17 October 2022. The extension effectively means that the terms and conditions of employment for all Employees employed by Plastic Manufacturers falling within the scope of registration of the MEIBC are regulated by a single collective agreement – Plastic Industry Main Collective Agreement (PIMCA).

All employers in the industry who fall within the scope of this collective agreement are accordingly legally obliged, with effect from 17 October 2022, to implement the wages and conditions of employment thereof.

A table depicting the generic minimum wage schedule/rates for the period commencing 17 October 2022 and annual increases for the remaining period of operation of the collective agreement ending 30 June 2025 is incorporated herein for ease of reference and will be posted on the MEIBC website:

www.meibc.co.za

Cape Town Office 1401 14 th Floor Golden Acre Adderly Street	Dispute Resolution PO Box 9381 Johannesburg 2000	East London / Boarder PO Box 13162 Vincent, 5217	Gauteng Regional Office PO Box 9381 Johannesburg, 2000	George 2 nd Floor Eagles View Building 5 Progress Street	KwaZulu Natal P.O. Box 5900 Durban, 4000	Port Elizabeth/ Midlands P.O. Box 12848 Centrahill, 6006	Richards Bay P.O. Box 1563 Richards Bay, 3900	Tshwane P.O. Box 570 Pretoria, 0001	Welkom P.O. Box 30095 Moreskof, 9462	Witbank P.O. Box 3787 Witbank, 1035
L: 021 421 6140 F: 086 636 8696	L: 011 834 4660 F: 086 636 8699	L: 043 743 7790 F: 086 636 8691	L: 011 639 8000 F: 086 636 8689	L: 044 873 3200 F: 044 873 3212	L: 031 305 4761 F: 086 636 8693	L: 041 586 1542 F: 086 636 8694	L: 035 789 2084 F: 086 636 8698	L: 012 407 3700 F: 086 648 3582	L: 057 352 4142 F: 057 352 5093 /086 636 8697	L: 013 658 9400 F: 086 636 8695

A. For the period 17 October 2022 to 30 June 2023

A	B	C
Grade	Minimum wage rate 30 June 2022	Increase
A	R 87.22	R 4.94
B*	R 71.24	R 4.03
C	R 68.47	R 3.88
DD	R 60.78	R 3.44
E	R 47.58	R 2.69
F	R 40.12	R 2.27
G	R 35.54	R 2.01
H	R 31.54	R 1.79

B. For the period 1 July 2023 to 30 June 2024

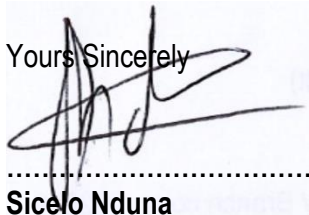
A	B	C
Grade	Minimum wage rate 30 June 2022	Increase
A	R 87.22	R 4.94
B*	R 71.24	R 4.03
C	R 68.47	R 3.88
DD	R 60.78	R 3.44
E	R 47.58	R 2.69
F	R 40.12	R 2.27
G	R 35.54	R 2.01
H	R 31.54	R 1.79

C. For the period 1 July 2024 to 30 June 2025

A	B	C
Grade	Minimum wage rate 30 June 2022	Increase
A	R 87.22	R 4.94
B*	R 71.24	R 4.03
C	R 68.47	R 3.88
DD	R 60.78	R 3.44
E	R 47.58	R 2.69
F	R 40.12	R 2.27
G	R 35.54	R 2.01
H	R 31.54	R 1.79

To view the Plastic Industry Main Collective Agreement, please [click here](#)

Yours Sincerely



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Sicelo Nduna
Chief Executive Officer (Council Secretary)